# VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2025 to 06/30/2026 | LOCATION(S): ALL LOCATIONS | INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

## Marks & Spencer Group Plc

**Meeting Date:** 07/01/2025 **Country:** United Kingdom **Ticker:** MKS

**Record Date:** 06/27/2025 **Meeting Type:** Annual

**Primary Security ID:** G5824M107

**Shares Voted:** 6,725

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Archie Norman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Archibald (Archie) Norman, Fiona Dawson, Evelyn Bourke, Ronan Dunne, Tamara Ingram, Justin King, Cheryl Potter, and Sapna Sood is warranted for lack of diversity on the board. Additional concerns is warranted regarding director Sapna Sood as she attended 11 out of 16 meetings held (68.75% attendance). However, there has been no pattern of non-attendance and she was unable to attend due to prior business commitments. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 5 | Re-elect Stuart Machin as Director | Mgmt | For | For | For |
| 6 | Re-elect Evelyn Bourke as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Archibald (Archie) Norman, Fiona Dawson, Evelyn Bourke, Ronan Dunne, Tamara Ingram, Justin King, Cheryl Potter, and Sapna Sood is warranted for lack of diversity on the board. Additional concerns is warranted regarding director Sapna Sood as she attended 11 out of 16 meetings held (68.75% attendance). However, there has been no pattern of non-attendance and she was unable to attend due to prior business commitments. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 7 | Re-elect Fiona Dawson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Archibald (Archie) Norman, Fiona Dawson, Evelyn Bourke, Ronan Dunne, Tamara Ingram, Justin King, Cheryl Potter, and Sapna Sood is warranted for lack of diversity on the board. Additional concerns is warranted regarding director Sapna Sood as she attended 11 out of 16 meetings held (68.75% attendance). However, there has been no pattern of non-attendance and she was unable to attend due to prior business commitments. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 8 | Re-elect Ronan Dunne as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Archibald (Archie) Norman, Fiona Dawson, Evelyn Bourke, Ronan Dunne, Tamara Ingram, Justin King, Cheryl Potter, and Sapna Sood is warranted for lack of diversity on the board. Additional concerns is warranted regarding director Sapna Sood as she attended 11 out of 16 meetings held (68.75% attendance). However, there has been no pattern of non-attendance and she was unable to attend due to prior business commitments. A vote FOR the remaining nominees is warranted at this time.* | | | | |

# Marks & Spencer Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Re-elect Tamara Ingram as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Archibald (Archie) Norman, Fiona Dawson, Evelyn Bourke, Ronan Dunne, Tamara Ingram, Justin King, Cheryl Potter, and Sapna Sood is warranted for lack of diversity on the board. Additional concerns is warranted regarding director Sapna Sood as she attended 11 out of 16 meetings held (68.75% attendance). However, there has been no pattern of non-attendance and she was unable to attend due to prior business commitments. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 10 | Re-elect Justin King as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Archibald (Archie) Norman, Fiona Dawson, Evelyn Bourke, Ronan Dunne, Tamara Ingram, Justin King, Cheryl Potter, and Sapna Sood is warranted for lack of diversity on the board. Additional concerns is warranted regarding director Sapna Sood as she attended 11 out of 16 meetings held (68.75% attendance). However, there has been no pattern of non-attendance and she was unable to attend due to prior business commitments. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 11 | Re-elect Cheryl Potter as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Archibald (Archie) Norman, Fiona Dawson, Evelyn Bourke, Ronan Dunne, Tamara Ingram, Justin King, Cheryl Potter, and Sapna Sood is warranted for lack of diversity on the board. Additional concerns is warranted regarding director Sapna Sood as she attended 11 out of 16 meetings held (68.75% attendance). However, there has been no pattern of non-attendance and she was unable to attend due to prior business commitments. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 12 | Re-elect Sapna Sood as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Archibald (Archie) Norman, Fiona Dawson, Evelyn Bourke, Ronan Dunne, Tamara Ingram, Justin King, Cheryl Potter, and Sapna Sood is warranted for lack of diversity on the board. Additional concerns is warranted regarding director Sapna Sood as she attended 11 out of 16 meetings held (68.75% attendance). However, there has been no pattern of non-attendance and she was unable to attend due to prior business commitments. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 13 | Elect Alison Dolan as Director | Mgmt | For | For | For |
| 14 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit & Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 22 | Approve Performance Share Plan | Mgmt | For | For | For |
| 23 | Approve Deferred Share Bonus Plan | Mgmt | For | For | For |
| 24 | Approve Restricted Share Plan | Mgmt | For | For | For |

## Marks & Spencer Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 25 | Approve Executive Share Option Plan | Mgmt | For | For | For |
| 26 | Approve Increase in the Maximum Aggregate Fees Payable to Directors | Mgmt | For | For | For |
| | Shareholder Proposal | Mgmt | | | |
| 27 | Oversee the Preparation of a Report to Provide Investors the Information Needed to Assess the Company's Approach to Human Capital Management | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as additional information regarding the company's human capital management strategy would allow shareholders to better assess risks related to its workforce compensation practices. The proposal would also help shareholders assess how the company is working to provide its workforce with income sufficient to meet their subsistence needs and ensure the firm's wage practices are reasonable, fair and equitable.* | | | | |

## JD Sports Fashion Plc

**Meeting Date:** 07/02/2025 **Country:** United Kingdom **Ticker:** JD

**Record Date:** 06/30/2025 **Meeting Type:** Annual

**Primary Security ID:** G5144Y120

**Shares Voted:** 10,785

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the new remuneration policy is considered warranted. The Company proposes to introduce a hybrid plan, with a maximum of 50% of salary in restricted shares and 250% of salary in performance shares. This replaces a scheme with 200% of salary in performance shares. The introduction of a plan that simultaneously augments certainty and grows quantum for a relatively new team, and against the background of challenging conditions and decreases in profitability and share price raises concerns. For these reasons, although the Company's arguments are noted and acknowledged, support is not considered warranted.* | | | | |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Andrew Long as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Higginson, Kathryn (Kath) Smith, Helen Ashton, Ian Dyson, Hubertus (Bert) Hoyt, Andrew (Andy) Long, Angela Luger and Darren Shapland is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6 | Re-elect Regis Schultz as Director | Mgmt | For | For | For |
| 7 | Re-elect Dominic Platt as Director | Mgmt | For | For | For |
| 8 | Elect Prama Bhatt as Director | Mgmt | For | For | For |

# JD Sports Fashion Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Re-elect Andrew Higginson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Higginson, Kathryn (Kath) Smith, Helen Ashton, Ian Dyson, Hubertus (Bert) Hoyt, Andrew (Andy) Long, Angela Luger and Darren Shapland is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Kath Smith as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Higginson, Kathryn (Kath) Smith, Helen Ashton, Ian Dyson, Hubertus (Bert) Hoyt, Andrew (Andy) Long, Angela Luger and Darren Shapland is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect Hubertus Hoyt as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Higginson, Kathryn (Kath) Smith, Helen Ashton, Ian Dyson, Hubertus (Bert) Hoyt, Andrew (Andy) Long, Angela Luger and Darren Shapland is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Re-elect Helen Ashton as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Higginson, Kathryn (Kath) Smith, Helen Ashton, Ian Dyson, Hubertus (Bert) Hoyt, Andrew (Andy) Long, Angela Luger and Darren Shapland is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Re-elect Ian Dyson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Higginson, Kathryn (Kath) Smith, Helen Ashton, Ian Dyson, Hubertus (Bert) Hoyt, Andrew (Andy) Long, Angela Luger and Darren Shapland is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 14 | Re-elect Angela Luger as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Higginson, Kathryn (Kath) Smith, Helen Ashton, Ian Dyson, Hubertus (Bert) Hoyt, Andrew (Andy) Long, Angela Luger and Darren Shapland is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 15 | Re-elect Darren Shapland as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Higginson, Kathryn (Kath) Smith, Helen Ashton, Ian Dyson, Hubertus (Bert) Hoyt, Andrew (Andy) Long, Angela Luger and Darren Shapland is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 16 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| | Shareholder Proposal | Mgmt | | | |

## JD Sports Fashion Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 23 | Oversee the Preparation of a Report to Provide Investors the Information Needed to Assess the Company's Approach to Human Capital Management | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as additional information regarding the company's human capital management strategy would allow shareholders to better assess risks related to its workforce compensation practices. The proposal would also help shareholders assess how the company is working to provide its workforce with income sufficient to meet their subsistence needs and ensure the firm's wage practices are reasonable, fair and equitable. Furthermore, it would enable shareholders to better assess the company's management of risks related to compensation and workforce practices.* | | | | |

## Snowflake Inc.

**Meeting Date:** 07/02/2025 **Country:** USA **Ticker:** SNOW

**Record Date:** 05/08/2025 **Meeting Type:** Annual

**Primary Security ID:** 833445109

**Shares Voted:** 2,746

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Kelly A. Kramer | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Frank Slootman | Mgmt | For | For | For |
| 1c | Elect Director Michael L. Speiser | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Michael (Mike) Speiser for serving as a non-independent member of a key board committee, and for serving as Governance Committee chair given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The new CEO received significant equity awards in connection with his promotion which largely lack pre-set performance criteria. In addition, another NEO received a significant year-over-year increase in the value of his equity grants, with no rationale provided in the proxy. Lastly, there is no disclosure of targets or actual results for either the STI or LTI programs, and the LTIP's performance shares are earned based on annual, rather than multi-year, performance periods.* | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Declassify the Board of Directors | Mgmt | For | For | For |
| 5 | Amend Certificate of Incorporation to Remove References to Class B Common Stock and to Rename Class A Common Stock to Common Stock | Mgmt | For | For | For |

# Airtel Africa Plc

**Meeting Date:** 07/09/2025 **Country:** United Kingdom **Ticker:** AAF
**Record Date:** 07/07/2025 **Meeting Type:** Annual
**Primary Security ID:** G01415101

**Shares Voted:** 2,250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve All Employee Share Plan | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Sunil Bharti Mittal as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sunil Mittal, Andrew (Andy) Green, Tsega Gebreyes, and Ravi Rajagopal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 6 | Re-elect Sunil Taldar as Director | Mgmt | For | For | For |
| 7 | Elect Kamal Dua as Director | Mgmt | For | For | For |
| 8 | Re-elect Andrew Green as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sunil Mittal, Andrew (Andy) Green, Tsega Gebreyes, and Ravi Rajagopal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 9 | Re-elect Awuneba Ajumogobia as Director | Mgmt | For | For | For |
| 10 | Re-elect Paul Arkwright as Director | Mgmt | For | For | For |
| 11 | Re-elect Tsega Gebreyes as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sunil Mittal, Andrew (Andy) Green, Tsega Gebreyes, and Ravi Rajagopal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 12 | Elect Cynthia Gordon as Director | Mgmt | For | For | For |
| 13 | Re-elect Annika Poutiainen as Director | Mgmt | For | For | For |
| 14 | Re-elect Ravi Rajagopal as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sunil Mittal, Andrew (Andy) Green, Tsega Gebreyes, and Ravi Rajagopal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 15 | Re-elect Shravin Bharti Mittal as Director | Mgmt | For | For | For |
| 16 | Elect Gopal Vittal as Director | Mgmt | For | For | For |
| 17 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |

## Airtel Africa Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 19 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 24 | Approve Cancellation of Capital Redemption Reserve | Mgmt | For | For | For |

## Jumbo SA

**Meeting Date:** 07/09/2025 **Country:** Greece **Ticker:** BELA

**Record Date:** 07/03/2025 **Meeting Type:** Annual

**Primary Security ID:** X4114P111

**Shares Voted:** 4,751

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Receive Report of Independent Non-Executive Directors | Mgmt | | | |
| 3 | Receive Audit Committee's Activity Report | Mgmt | | | |
| 4 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 5 | Approve Reduction in Issued Share Capital via Cancelation of Treasury Shares | Mgmt | For | For | For |
| 6 | Approve Management of Company and Grant Discharge to Auditors | Mgmt | For | For | For |
| 7 | Approve Director Remuneration | Mgmt | For | For | For |
| 8 | Advisory Vote on Remuneration Report | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this item is warranted as the company keeps increasing the CEO's fixed remuneration significantly without providing a specific compelling rationale. It is further noted that executives did not receive any performance-based component to align their interest in the company with shareholders' interest.*

## Jumbo SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Approve Profit Sharing Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to a lack of sufficient information about the underlying performance conditions.* | | | | |
| 10 | Amend Suitability Policy of Directors | Mgmt | For | For | For |
| 11.1 | Elect Apostolos-Evangelos Vakakis as Director | Mgmt | For | For | For |
| 11.2 | Elect Konstantina Demiri as Director | Mgmt | For | For | For |
| 11.3 | Elect Polys Polycarpou as Director | Mgmt | For | For | For |
| 11.4 | Elect Sofia Vakaki as Director | Mgmt | For | For | For |
| 11.5 | Elect Dimitrios Kerameus as Director | Mgmt | For | For | For |
| 11.6 | Elect Fotios Tzigkos as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Marios Lasanianos and Fotios Tzigkos is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 11.7 | Elect Evanthia Andrianou as Independent Director | Mgmt | For | For | For |
| 11.8 | Elect Marios Lasanianos as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Marios Lasanianos and Fotios Tzigkos is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 11.9 | Elect Savvas Kaouras as Independent Director | Mgmt | For | For | For |
| 11.10 | Elect Argyro Athanasiou as Independent Director | Mgmt | For | For | For |
| 11.11 | Elect Efthymia Delia as Independent Director | Mgmt | For | For | For |
| 11.12 | Elect Theodoros Gakis as Independent Director | Mgmt | For | For | For |
| 11.13 | Elect Georgios Tsagkaris as Independent Director | Mgmt | For | For | For |
| 12 | Approve Type, Term and Composition of the Audit Committee | Mgmt | For | For | For |
| 13 | Approve Auditors and Fix Their Remuneration | Mgmt | For | For | For |

## LondonMetric Property Plc

**Meeting Date:** 07/09/2025 **Country:** United Kingdom **Ticker:** LMP

**Record Date:** 07/07/2025 **Meeting Type:** Annual

**Primary Security ID:** G5689W109

# LondonMetric Property Plc

**Shares Voted:** 7,690

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 4 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 5 | Re-elect Andrew Jones as Director | Mgmt | For | For | For |
| 6 | Re-elect Martin McGann as Director | Mgmt | For | For | For |
| 7 | Re-elect Alistair Elliott as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Alistair Elliott, Suzanne Avery and Robert Fowlds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8 | Re-elect Suzanne Avery as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Alistair Elliott, Suzanne Avery and Robert Fowlds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Re-elect Robert Fowlds as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Alistair Elliott, Suzanne Avery and Robert Fowlds is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Katerina Patmore as Director | Mgmt | For | For | For |
| 11 | Re-elect Suzy Neubert as Director | Mgmt | For | For | For |
| 12 | Re-elect Nicholas Leslau as Director | Mgmt | For | For | For |
| 13 | Re-elect Sandra Gumm as Director | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Board to Offer Scrip Dividend | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

# Alstom SA

**Meeting Date:** 07/10/2025 **Country:** France **Ticker:** ALO
**Record Date:** 07/08/2025 **Meeting Type:** Annual/Special
**Primary Security ID:** F0259M475

**Shares Voted:** 44,746

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Absence of Dividends | Mgmt | For | For | For |
| 4 | Approve Transaction with a Group of Financial Institutions, including Société Générale Re: Guarantee Contract | Mgmt | For | For | For |
| 5 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 6 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 8 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 9 | Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO, then CEO | Mgmt | For | For | For |
| 10 | Approve Compensation of Philippe Petitcolin, Chairman of the Board | Mgmt | For | For | For |
| 11 | Authorize Repurchase of Up to 5 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 12 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 13 | Authorize Capitalization of Reserves of Up to EUR 1.615 Billion for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 14 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.615 Billion | Mgmt | For | For | For |

# Alstom SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 323 Million | Mgmt | For | For | For |
| 16 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 323 Million | Mgmt | For | For | For |
| 17 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 18 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | Mgmt | For | For | For |
| 19 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Mgmt | For | For | For |
| 20 | Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 21 | Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 323 Million | Mgmt | For | For | For |
| 22 | Authorize up to 8 Million Shares for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 23 | Ratify Amendment of Article 10 of Bylaws Re: Virtual Participation to Board Meetings | Mgmt | For | For | For |
| 24 | Amend Article 15.2 of Bylaws to Incorporate Legal Changes | Mgmt | For | For | For |
| 25 | Amend Article 15.2 of Bylaws to Incorporate Legal Changes | Mgmt | For | For | For |
| 26 | Amend Article 18 of Bylaws to Incorporate Legal Changes | Mgmt | For | For | For |
| 27 | Amend Article 22 of Bylaws to Incorporate Legal Changes | Mgmt | For | For | For |
| 28 | Amend Article 10 of Bylaws Re: Written Consultation | Mgmt | For | For | For |
| 29 | Amend Article 10 of Bylaws Re: Advance Voting | Mgmt | For | For | For |
|  | Ordinary Business | Mgmt |  |  |  |

## Alstom SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 30 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## BT Group Plc

**Meeting Date:** 07/10/2025 **Country:** United Kingdom **Ticker:** BT.A

**Record Date:** 07/08/2025 **Meeting Type:** Annual

**Primary Security ID:** G16612106

**Shares Voted:** 27,891

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Adam Crozier as Director | Mgmt | For | For | For |
| 6 | Re-elect Allison Kirkby as Director | Mgmt | For | For | For |
| 7 | Re-elect Simon Lowth as Director | Mgmt | For | For | For |
| 8 | Re-elect Dame Ruth Cairnie as Director | Mgmt | For | For | For |
| 9 | Re-elect Maggie Chan Jones as Director | Mgmt | For | For | For |
| 10 | Re-elect Steven Guggenheimer as Director | Mgmt | For | For | For |
| 11 | Re-elect Matthew Key as Director | Mgmt | For | For | For |
| 12 | Re-elect Raphael Kubler as Director | Mgmt | For | For | For |
| 13 | Re-elect Tushar Morzaria as Director | Mgmt | For | For | For |
| 14 | Re-elect Sara Weller as Director | Mgmt | For | For | For |
| 15 | Elect Sir Alex Chisholm as Director | Mgmt | For | For | For |
| 16 | Elect Rima Qureshi as Director | Mgmt | For | For | For |
| 17 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 18 | Authorise the Audit & Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |

## BT Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 24 | Authorise UK Political Donations | Mgmt | For | For | For |

## Chewy, Inc.

**Meeting Date:** 07/10/2025 **Country:** USA **Ticker:** CHWY

**Record Date:** 05/12/2025 **Meeting Type:** Annual

**Primary Security ID:** 16679L109

**Shares Voted:** 5,251

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Mathieu Bigand | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. In the absence of a Governance Committee member on the ballot, WITHHOLD votes are warranted for Sumit Singh, Mathieu Bigand, David Leland, and Lisa Sibenac given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board, and the "pop-up" supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director David Leland | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. In the absence of a Governance Committee member on the ballot, WITHHOLD votes are warranted for Sumit Singh, Mathieu Bigand, David Leland, and Lisa Sibenac given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board, and the "pop-up" supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Lisa Sibenac | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. In the absence of a Governance Committee member on the ballot, WITHHOLD votes are warranted for Sumit Singh, Mathieu Bigand, David Leland, and Lisa Sibenac given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board, and the "pop-up" supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Sumit Singh | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. In the absence of a Governance Committee member on the ballot, WITHHOLD votes are warranted for Sumit Singh, Mathieu Bigand, David Leland, and Lisa Sibenac given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board, and the "pop-up" supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Chewy, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has not disclosed any short- and long-term E&S performance incentives, and the company provides for automatic accelerated vesting of equity awards upon a change in control. Moreover, pay magnitude, structure, and disclosure concerns were identified, as the CEO and new CFO received outsized equity awards that were primarily time-based. Further, performance-based equity awards utilized a relatively short one-year performance period. Finally, disclosure deficiencies were identified in both the annual and long-incentive programs, as target goals and actual results were not disclosed.*

## Land Securities Group Plc

**Meeting Date:** 07/10/2025 **Country:** United Kingdom **Ticker:** LAND

**Record Date:** 07/08/2025 **Meeting Type:** Annual

**Primary Security ID:** G5375M142

**Shares Voted:** 62,812

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect Baroness Louise Casey as Director | Mgmt | For | For | For |
| 5 | Elect Michael Campbell as Director | Mgmt | For | For | For |
| 6 | Re-elect Sir Ian Cheshire as Director | Mgmt | For | For | For |
| 7 | Re-elect Mark Allan as Director | Mgmt | For | For | For |
| 8 | Re-elect Vanessa Simms as Director | Mgmt | For | For | For |
| 9 | Re-elect Moni Mannings as Director | Mgmt | For | For | For |
| 10 | Re-elect James Bowling as Director | Mgmt | For | For | For |
| 11 | Re-elect Christophe Evain as Director | Mgmt | For | For | For |
| 12 | Re-elect Miles Roberts as Director | Mgmt | For | For | For |
| 13 | Re-elect Manjiry Tamhane as Director | Mgmt | For | For | For |
| 14 | Reappoint Ernst & Young LLP (EY) as Auditors | Mgmt | For | For | For |

## Land Securities Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Severn Trent Plc

**Meeting Date:** 07/10/2025 **Country:** United Kingdom **Ticker:** SVT

**Record Date:** 07/08/2025 **Meeting Type:** Annual

**Primary Security ID:** G8056D159

**Shares Voted:** 1,262

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Net Zero Transition Plan | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Tom Delay as Director | Mgmt | For | For | For |
| 6 | Re-elect Olivia Garfield as Director | Mgmt | For | For | For |
| 7 | Elect Nick Hampton as Director | Mgmt | For | For | For |
| 8 | Re-elect Christine Hodgson as Director | Mgmt | For | For | For |
| 9 | Re-elect Sarah Legg as Director | Mgmt | For | For | For |
| 10 | Re-elect Helen Miles as Director | Mgmt | For | For | For |
| 11 | Re-elect Sharmila Nebhrajani as Director | Mgmt | For | For | For |
| 12 | Re-elect Richard Taylor as Director | Mgmt | For | For | For |
| 13 | Appoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Severn Trent Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Adopt New Articles of Association | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Zhejiang Chint Electrics Co., Ltd.

**Meeting Date:** 07/10/2025 **Country:** China **Ticker:** 601877
**Record Date:** 07/03/2025 **Meeting Type:** Special
**Primary Security ID:** Y988AY103

**Shares Voted:** 16,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve External Donations | Mgmt | For | For | For |

## Constellation Brands, Inc.

**Meeting Date:** 07/15/2025 **Country:** USA **Ticker:** STZ
**Record Date:** 05/16/2025 **Meeting Type:** Annual
**Primary Security ID:** 21036P108

**Shares Voted:** 1,625

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Christopher J. Baldwin | Mgmt | For | For | For |
| 1b | Elect Director Christy Clark | Mgmt | For | For | For |

## Constellation Brands, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Jennifer M. Daniels | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Nicholas I. Fink | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director William Giles | Mgmt | For | For | For |
| 1f | Elect Director Ernesto M. Hernandez | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Jose Manuel Madero Garza | Mgmt | For | For | For |
| 1h | Elect Director Daniel J. McCarthy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director William A. Newlands | Mgmt | For | For | For |
| 1j | Elect Director Richard Sands | Mgmt | For | For | For |
| 1k | Elect Director Robert Sands | Mgmt | For | For | For |
| 1l | Elect Director Luca Zaramella | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.* | | | | |

## Industria de Diseno Textil SA

**Meeting Date:** 07/15/2025 **Country:** Spain **Ticker:** ITX

**Record Date:** 07/10/2025 **Meeting Type:** Annual

**Primary Security ID:** E6282J125

**Shares Voted:** 8,971

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.a | Approve Standalone Financial Statements | Mgmt | For | For | For |
| 1.b | Approve Discharge of Board | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements | Mgmt | For | For | For |

## Industria de Diseno Textil SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 5 | Elect Roberto Cibeira Moreiras as Director | Mgmt | For | For | For |
| 6 | Renew Appointment of Ernst & Young as Auditor | Mgmt | For | For | For |
| 7 | Approve Long-Term Incentive Plan | Mgmt | For | For | For |
| 8 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |
| 9 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 10 | Receive Amendments to Board of Directors Regulations | Mgmt | | | |

## Anker Innovations Technology Co., Ltd.

**Meeting Date:** 07/16/2025 **Country:** China **Ticker:** 300866

**Record Date:** 07/10/2025 **Meeting Type:** Special

**Primary Security ID:** Y01425100

**Shares Voted:** 5,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 1.1 | Elect Yang Meng as Director | Mgmt | For | For | For |
| 1.2 | Elect Zhao Dongping as Director | Mgmt | For | For | For |
| 1.3 | Elect Zhu Fanghao as Director | Mgmt | For | For | For |
| 1.4 | Elect Xiong Kang as Director | Mgmt | For | For | For |
| 1.5 | Elect Lian Meng as Director | Mgmt | For | For | For |
| | ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 2.1 | Elect Li Congliang as Director | Mgmt | For | For | For |
| 2.2 | Elect Yi Xuan as Director | Mgmt | For | For | For |
| 2.3 | Elect Han Xi as Director | Mgmt | For | For | For |
| | APPROVE REMUNERATION OF DIRECTORS | Mgmt | | | |
| 3.1 | Approve Remuneration of Non-independent Directors | Mgmt | For | For | For |

# Anker Innovations Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.2 | Approve Remuneration of Independent Directors | Mgmt | For | For | For |
| 4 | Approve Amendments to Articles of Association and Relevant Systems | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments to bylaw.* | | | | |
| | APPROVE AMENDMENT OF SELECTED CORPORATE GOVERNANCE SYSTEMS | Mgmt | | | |
| 5.1 | Amend Working System for Independent Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 5.2 | Amend Rules and Procedures Regarding General Meetings of Shareholders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 5.3 | Amend Rules and Procedures Regarding Meetings of Board of Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 5.4 | Amend Profit Distribution Management System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 5.5 | Amend Management System for Providing External Guarantees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 5.6 | Amend Management Methods for Related-Party Transaction | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 5.7 | Amend Management System for Raised Funds | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 5.8 | Amend Foreign Exchange Hedging Business Management System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 6 | Approve Purchase of Liability Insurance for Company, Directors and Senior Management Members | Mgmt | For | For | For |
| 7 | Approve Shareholder Dividend Return Plan | Mgmt | For | For | For |

## Anker Innovations Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve Appointment of Financial Auditor and Internal Control Auditor | Mgmt | For | For | For |

## Experian Plc

**Meeting Date:** 07/16/2025 **Country:** Jersey **Ticker:** EXPN

**Record Date:** 07/14/2025 **Meeting Type:** Annual

**Primary Security ID:** G32655105

**Shares Voted:** 8,055

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Elect Eduardo Vassimon as Director | Mgmt | For | For | For |
| 4 | Re-elect Alison Brittain as Director | Mgmt | For | For | For |
| 5 | Re-elect Brian Cassin as Director | Mgmt | For | For | For |
| 6 | Re-elect Kathleen DeRose as Director | Mgmt | For | For | For |
| 7 | Re-elect Caroline Donahue as Director | Mgmt | For | For | For |
| 8 | Re-elect Jonathan Howell as Director | Mgmt | For | For | For |
| 9 | Re-elect Esther Lee as Director | Mgmt | For | For | For |
| 10 | Re-elect Lloyd Pitchford as Director | Mgmt | For | For | For |
| 11 | Re-elect Mike Rogers as Director | Mgmt | For | For | For |
| 12 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Approve Performance Share Plan | Mgmt | For | For | For |
| 16 | Approve Co-Investment Plan | Mgmt | For | For | For |
| 17 | Approve UK Tax-Qualified Sharesave Plan | Mgmt | For | For | For |
| 18 | Approve UK Tax-Qualified All-Employee Plan | Mgmt | For | For | For |
| 19 | Approve Employee Share Purchase Plan | Mgmt | For | For | For |

## Experian Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Intermediate Capital Group Plc

**Meeting Date:** 07/16/2025 **Country:** United Kingdom **Ticker:** ICG

**Record Date:** 07/14/2025 **Meeting Type:** Annual

**Primary Security ID:** G4807D192

**Shares Voted:** 1,247

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 5 | Approve Final Dividend | Mgmt | For | For | For |
| 6 | Re-elect William Rucker as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members William Rucker, Andrew Sykes, Virginia Holmes, Matthew Lester and Stephen Welton is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7 | Elect Sonia Baxendale as Director | Mgmt | For | For | For |
| 8 | Re-elect David Bicarregui as Director | Mgmt | For | For | For |
| 9 | Re-elect Benoit Durteste as Director | Mgmt | For | For | For |
| 10 | Re-elect Antje Hensel-Roth as Director | Mgmt | For | For | For |
| 11 | Re-elect Virginia Holmes as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members William Rucker, Andrew Sykes, Virginia Holmes, Matthew Lester and Stephen Welton is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12 | Re-elect Rosemary Leith as Director | Mgmt | For | For | For |

## Intermediate Capital Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Re-elect Matthew Lester as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members William Rucker, Andrew Sykes, Virginia Holmes, Matthew Lester and Stephen Welton is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 14 | Re-elect Andrew Sykes as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members William Rucker, Andrew Sykes, Virginia Holmes, Matthew Lester and Stephen Welton is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 15 | Re-elect Stephen Welton as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members William Rucker, Andrew Sykes, Virginia Holmes, Matthew Lester and Stephen Welton is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 16 | Approve Sharesave Plan | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 22 | Approve Change of Company Name to ICG PLC | Mgmt | For | For | For |

## Advanced Drainage Systems, Inc.

**Meeting Date:** 07/17/2025 **Country:** USA **Ticker:** WMS

**Record Date:** 05/23/2025 **Meeting Type:** Annual

**Primary Security ID:** 00790R104

**Shares Voted:** 2,770

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director D. Scott Barbour | Mgmt | For | For | For |
| 1b | Elect Director Anesa T. Chaibi | Mgmt | For | For | For |
| 1c | Elect Director Michael B. Coleman | Mgmt | For | For | For |
| 1d | Elect Director Robert M. Eversole | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Advanced Drainage Systems, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Alexander R. Fischer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Tanya D. Fratto | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Kelly S. Gast | Mgmt | For | For | For |
| 1h | Elect Director M.A. (Mark) Haney | Mgmt | For | For | For |
| 1i | Elect Director Luther C. Kissam, IV | Mgmt | For | For | For |
| 1j | Elect Director Manuel J. Perez de la Mesa | Mgmt | For | For | For |
| 1k | Elect Director Anil Seetharam | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Fibra Uno Administracion SA de CV

**Meeting Date:** 07/18/2025 **Country:** Mexico **Ticker:** FUNO11

**Record Date:** 07/10/2025 **Meeting Type:** Special

**Primary Security ID:** P3515D163

**Shares Voted:** 370,088

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Holders of REITs - ISIN MXCFFU000001 | Mgmt | | | |
| 1 | Replace CIBanco S.A. Institucion de Banca Multiple as Common Representative of Holders; Appoint Another Credit Institution or Brokerage Firm Proposed by Technical Committee | Mgmt | For | For | For |

## Fibra Uno Administracion SA de CV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Appoint and/or Delegate to Administrator Authority to Negotiate Execution of Agreements, Contracts and/or Any Acts to Carry out Substitution of Common Representative of Holders, Including Agreement of Substitution and Other Related Documents | Mgmt | For | For | For |
| 3 | Update Registration of Real Estate Trust Certificates (CBFIs) in National Securities Registry | Mgmt | For | For | For |
| 4 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 5 | Approve Minutes of Meeting | Mgmt | For | For | For |

## United Utilities Group Plc

**Meeting Date:** 07/18/2025 **Country:** United Kingdom **Ticker:** UU

**Record Date:** 07/16/2025 **Meeting Type:** Annual

**Primary Security ID:** G92755100

**Shares Voted:** 18,535

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Remuneration Policy | Mgmt | For | For | For |
| 5 | Re-elect Sir David Higgins as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir David Higgins, Douglas (Doug) Webb, Liam Butterworth, Kathleen (Kath) Cates, Alison Goligher, Clare Hayward, and Michael Lewis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6 | Re-elect Louise Beardmore as Director | Mgmt | For | For | For |
| 7 | Re-elect Phil Aspin as Director | Mgmt | For | For | For |
| 8 | Re-elect Alison Goligher as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir David Higgins, Douglas (Doug) Webb, Liam Butterworth, Kathleen (Kath) Cates, Alison Goligher, Clare Hayward, and Michael Lewis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

# United Utilities Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Re-elect Liam Butterworth as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir David Higgins, Douglas (Doug) Webb, Liam Butterworth, Kathleen (Kath) Cates, Alison Goligher, Clare Hayward, and Michael Lewis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Kath Cates as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir David Higgins, Douglas (Doug) Webb, Liam Butterworth, Kathleen (Kath) Cates, Alison Goligher, Clare Hayward, and Michael Lewis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect Clare Hayward as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir David Higgins, Douglas (Doug) Webb, Liam Butterworth, Kathleen (Kath) Cates, Alison Goligher, Clare Hayward, and Michael Lewis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Re-elect Michael Lewis as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir David Higgins, Douglas (Doug) Webb, Liam Butterworth, Kathleen (Kath) Cates, Alison Goligher, Clare Hayward, and Michael Lewis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Re-elect Doug Webb as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir David Higgins, Douglas (Doug) Webb, Liam Butterworth, Kathleen (Kath) Cates, Alison Goligher, Clare Hayward, and Michael Lewis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 14 | Elect Ian El-Mokadem as Director | Mgmt | For | For | For |
| 15 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 22 | Adopt New Articles of Association | Mgmt | For | For | For |
| 23 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |

## Columbia Banking System, Inc.

**Meeting Date:** 07/21/2025 **Country:** USA **Ticker:** COLB
**Record Date:** 06/12/2025 **Meeting Type:** Special
**Primary Security ID:** 197236102

**Shares Voted:** 1

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

## Jiangsu Yanghe Distillery Co., Ltd.

**Meeting Date:** 07/21/2025 **Country:** China **Ticker:** 002304
**Record Date:** 07/15/2025 **Meeting Type:** Special
**Primary Security ID:** Y444AE101

**Shares Voted:** 3,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Gu Yu as Non-independent Director | Mgmt | For | For | For |

## Shanghai Baosight Software Co., Ltd.

**Meeting Date:** 07/21/2025 **Country:** China **Ticker:** 600845
**Record Date:** 07/10/2025 **Meeting Type:** Special
**Primary Security ID:** Y7691Z112

**Shares Voted:** 20,208

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| | ELECT NON-INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING | Mgmt | | | |
| 1.1 | Elect Tian Guobing as Director | Mgmt | For | For | For |

## DXC Technology Company

**Meeting Date:** 07/22/2025 **Country:** USA **Ticker:** DXC
**Record Date:** 06/02/2025 **Meeting Type:** Annual
**Primary Security ID:** 23355L106

## DXC Technology Company

**Shares Voted:** 655

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director David A. Barnes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Raul J. Fernandez | Mgmt | For | For | For |
| 1c | Elect Director Anthony Gonzalez | Mgmt | For | For | For |
| 1d | Elect Director David L. Herzog | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Pinkie D. Mayfield | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Karl Racine | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Dawn Rogers | Mgmt | For | For | For |
| 1h | Elect Director Carrie W. Teffner | Mgmt | For | For | For |
| 1i | Elect Director Akihiko Washington | Mgmt | For | For | For |
| 1j | Elect Director Robert F. Woods | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Booz Allen Hamilton Holding Corporation

**Meeting Date:** 07/23/2025 **Country:** USA **Ticker:** BAH

**Record Date:** 06/02/2025 **Meeting Type:** Annual

**Primary Security ID:** 099502106

**Shares Voted:** 5,077

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Joan Lordi C. Amble | Mgmt | For | For | For |
| 1b | Elect Director Debra L. Dial | Mgmt | For | For | For |

## Booz Allen Hamilton Holding Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Michèle A. Flournoy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Mark E. Gaumond | Mgmt | For | For | For |
| 1e | Elect Director Ellen Jewett | Mgmt | For | For | For |
| 1f | Elect Director Arthur E. Johnson | Mgmt | For | For | For |
| 1g | Elect Director Gretchen W. McClain | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Robert C. O'Brien | Mgmt | For | For | For |
| 1i | Elect Director Rory P. Read | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director Charles O. Rossotti | Mgmt | For | For | For |
| 1k | Elect Director Horacio D. Rozanski | Mgmt | For | For | For |
| 1l | Elect Director William M. Thornberry | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Political Contributions and Expenditures | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure would help shareholder more fully evaluate the company's use of corporate funds in the political process and its management of related activities.* | | | | |

## Halma Plc

**Meeting Date:** 07/24/2025 **Country:** United Kingdom **Ticker:** HLMA

**Record Date:** 07/22/2025 **Meeting Type:** Annual

**Primary Security ID:** G42504103

**Shares Voted:** 3,059

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |

# Halma Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Elect Hudson La Force as Director | Mgmt | For | For | For |
| 5 | Elect Barbara Thoralfsson as Director | Mgmt | For | For | For |
| 6 | Re-elect Dame Louise Makin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Pamela Makin, Jo Harlow, Liam Condon, Giles Kerr, Dharmash Mistry, and Sharmila Nebhrajani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7 | Re-elect Marc Ronchetti as Director | Mgmt | For | For | For |
| 8 | Re-elect Carole Cran as Director | Mgmt | For | For | For |
| 9 | Re-elect Jennifer Ward as Director | Mgmt | For | For | For |
| 10 | Re-elect Jo Harlow as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Pamela Makin, Jo Harlow, Liam Condon, Giles Kerr, Dharmash Mistry, and Sharmila Nebhrajani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect Dharmash Mistry as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Pamela Makin, Jo Harlow, Liam Condon, Giles Kerr, Dharmash Mistry, and Sharmila Nebhrajani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Re-elect Sharmila Nebhrajani as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Pamela Makin, Jo Harlow, Liam Condon, Giles Kerr, Dharmash Mistry, and Sharmila Nebhrajani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Re-elect Liam Condon as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Pamela Makin, Jo Harlow, Liam Condon, Giles Kerr, Dharmash Mistry, and Sharmila Nebhrajani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 14 | Re-elect Giles Kerr as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Pamela Makin, Jo Harlow, Liam Condon, Giles Kerr, Dharmash Mistry, and Sharmila Nebhrajani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 15 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Halma Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Macquarie Group Limited

**Meeting Date:** 07/24/2025 **Country:** Australia **Ticker:** MQG

**Record Date:** 07/22/2025 **Meeting Type:** Annual

**Primary Security ID:** Q57085286

**Shares Voted:** 53,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2a | Elect Jillian R Broadbent as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Jillian Broadbent, Philip (Phil) Coffey, and Michelle Hinchliffe is warranted for lack of diversity on the board.* | | | | |
| 2b | Elect Philip M Coffey as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Jillian Broadbent, Philip (Phil) Coffey, and Michelle Hinchliffe is warranted for lack of diversity on the board.* | | | | |
| 2c | Elect Michelle A Hinchliffe as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Jillian Broadbent, Philip (Phil) Coffey, and Michelle Hinchliffe is warranted for lack of diversity on the board.* | | | | |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan (MEREP) | Mgmt | For | For | For |
| 5a | Approve the Amendments to the Company's Constitution | SH | Against | Against | Against |
| 5b | Approve the Climate Risk Exposure and Management Disclosures | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted. Shareholders would benefit from additional information on Macquarie's fossil fuel financing policy settings and how the company is progressing on its goal to align its fossil fuel financing activities with a net zero by 2050 pathway. The company, along with some major banks in U.S. and Canada, departed from the Net-Zero Banking Alliance (NZBA) in early 2025. It is further highlighted that since the prior year, data on fossil fuel exposure from the fiscal year in review has not been disclosed. Lastly, the company's approach to assess fossil fuel projects and companies, and its escalation strategy and policy on oil and gas projects and companies, lacks transparency.* | | | | |

## E2open Parent Holdings, Inc.

**Meeting Date:** 07/28/2025 **Country:** USA **Ticker:** ETWO
**Record Date:** 05/28/2025 **Meeting Type:** Annual
**Primary Security ID:** 29788T103

**Shares Voted:** 326

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Keith W. Abell | Mgmt | For | For | For |
| 1.2 | Elect Director Eva F. Harris | Mgmt | For | For | For |
| 1.3 | Elect Director Stephen C. Daffron | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Stephen Daffron given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the STIP is primarily based on pre-set objective measures, the LTIP shares the exact same metrics and annual performance period with the STIP. Additionally, a new NEO's onboarding equity grant was predominantly time-based without a compelling rationale. Finally, the company has not disclosed any short- and long-term E&S performance incentives, and the company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Cirrus Logic, Inc.

**Meeting Date:** 07/29/2025 **Country:** USA **Ticker:** CRUS
**Record Date:** 06/02/2025 **Meeting Type:** Annual
**Primary Security ID:** 172755100

**Shares Voted:** 223

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Alexander M. Davern | Mgmt | For | For | For |
| 1.2 | Elect Director John M. Forsyth | Mgmt | For | For | For |
| 1.3 | Elect Director Raghib Hussain | Mgmt | For | For | For |
| 1.4 | Elect Director Duy-Loan Le | Mgmt | For | For | For |
| 1.5 | Elect Director Catherine P. Lego | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Cirrus Logic, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director William D. Mosley | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director David J. Tupman | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Linde Plc

**Meeting Date:** 07/29/2025 **Country:** Ireland **Ticker:** LIN

**Record Date:** 04/28/2025 **Meeting Type:** Annual

**Primary Security ID:** G54950103

**Shares Voted:** 1,093

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Stephen F. Angel | Mgmt | For | For | For |
| 1b | Elect Director Sanjiv Lamba | Mgmt | For | For | For |
| 1c | Elect Director Ann-Kristin Achleitner | Mgmt | For | For | For |
| 1d | Elect Director Thomas Enders | Mgmt | For | For | For |
| 1e | Elect Director Hugh Grant | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Joe Kaeser | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Victoria E. Ossadnik | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Paula Rosput Reynolds | Mgmt | For | For | For |
| 1i | Elect Director Alberto Weisser | Mgmt | For | For | For |
| 1j | Elect Director Robert L. Wood | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2a | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |

## Linde Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2b | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Determine Price Range for Reissuance of Treasury Shares | Mgmt | For | For | For |
| 6 | Report on Climate Lobbying | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions by 2050.* | | | | |

## Samsara Inc.

**Meeting Date:** 07/29/2025 **Country:** USA **Ticker:** IOT

**Record Date:** 05/30/2025 **Meeting Type:** Annual

**Primary Security ID:** 79589L106

**Shares Voted:** 896

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Sanjit Biswas | Mgmt | For | For | For |
| 1.2 | Elect Director John Bicket | Mgmt | For | For | For |
| 1.3 | Elect Director Marc Andreessen | Mgmt | For | For | For |
| 1.4 | Elect Director Todd Bluedorn | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Todd Bluedorn, Ann Livermore, and Susan (Sue) Wagner for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Sue Bostrom | Mgmt | For | For | For |
| 1.6 | Elect Director Jonathan Chadwick | Mgmt | For | For | For |
| 1.7 | Elect Director Alyssa Henry | Mgmt | For | For | For |
| 1.8 | Elect Director Ann Livermore | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Todd Bluedorn, Ann Livermore, and Susan (Sue) Wagner for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.9 | Elect Director Sue Wagner | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Todd Bluedorn, Ann Livermore, and Susan (Sue) Wagner for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Samsara Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.* | | | | |

## Vodafone Group Plc

**Meeting Date:** 07/29/2025 **Country:** United Kingdom **Ticker:** VOD

**Record Date:** 07/25/2025 **Meeting Type:** Annual

**Primary Security ID:** G93882192

**Shares Voted:** 84,659

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Re-elect Jean-Francois van Boxmeer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jean-Francois van Boxmeer, Simon Segars, Lord Stephen Carter, Hatem Dowidar and Delphine Ernotte Cunci is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 3 | Re-elect Margherita Della Valle as Director | Mgmt | For | For | For |
| 4 | Re-elect Luka Mucic as Director | Mgmt | For | For | For |
| 5 | Re-elect Stephen Carter as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jean-Francois van Boxmeer, Simon Segars, Lord Stephen Carter, Hatem Dowidar and Delphine Ernotte Cunci is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6 | Re-elect Michel Demare as Director | Mgmt | For | For | For |
| 7 | Elect Simon Dingemans as Director | Mgmt | For | For | For |
| 8 | Re-elect Hatem Dowidar as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jean-Francois van Boxmeer, Simon Segars, Lord Stephen Carter, Hatem Dowidar and Delphine Ernotte Cunci is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Delphine Ernotte Cunci as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jean-Francois van Boxmeer, Simon Segars, Lord Stephen Carter, Hatem Dowidar and Delphine Ernotte Cunci is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Deborah Kerr as Director | Mgmt | For | For | For |
| 11 | Re-elect Maria Amparo Moraleda Martinez as Director | Mgmt | For | For | For |

## Vodafone Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Elect Anne-Francoise Nesmes as Director | Mgmt | For | For | For |
| 13 | Re-elect Christine Ramon as Director | Mgmt | For | For | For |
| 14 | Re-elect Simon Segars as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jean-Francois van Boxmeer, Simon Segars, Lord Stephen Carter, Hatem Dowidar and Delphine Ernotte Cunci is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 15 | Approve Final Dividend | Mgmt | For | For | For |
| 16 | Approve Remuneration Report | Mgmt | For | For | For |
| 17 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 18 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 24 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## CapitaLand Ascendas REIT

**Meeting Date:** 07/30/2025 **Country:** Singapore **Ticker:** A17U

**Record Date:** **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y0205X103

**Shares Voted:** 499,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Proposed Acquisition | Mgmt | For | For | For |

## Mainfreight Limited

**Meeting Date:** 07/30/2025 **Country:** New Zealand **Ticker:** MFT

**Record Date:** 07/28/2025 **Meeting Type:** Annual

**Primary Security ID:** Q5742H106

**Shares Voted:** 551,630

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Don Braid as Director | Mgmt | For | For | For |
| 2 | Elect Simon Cotter as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Item 1 A vote FOR the re-election of Don Braid is warranted given his integral role as CEO of the company. Item 2 A vote AGAINST the re-election of Simon Cotter is warranted as he is a non-independent non-executive director on the majority non-independent board (i.e., only 43 percent independent). Mr Cotter is classified as a non-independent director given his excessive 12 year tenure on the board and his association with Grant Samuel and Associates, the Investment Advisors of Mainfreight. Item 3 A vote FOR the re-election of Kate Parsons is warranted. She is classified as independent and her presence facilitates progress towards a majority independent board structure. No material governance concerns have been identified in relation to her nomination.* | | | | |
| 3 | Elect Kate Parsons as Director | Mgmt | For | For | For |
| 4 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |

## McKesson Corporation

**Meeting Date:** 07/30/2025 **Country:** USA **Ticker:** MCK

**Record Date:** 06/04/2025 **Meeting Type:** Annual

**Primary Security ID:** 58155Q103

**Shares Voted:** 484

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Dominic J. Caruso | Mgmt | For | For | For |
| 1b | Elect Director Lynne M. Doughtie | Mgmt | For | For | For |
| 1c | Elect Director W. Roy Dunbar | Mgmt | For | For | For |
| 1d | Elect Director Deborah Dunsire | Mgmt | For | For | For |
| 1e | Elect Director Julie L. Gerberding | Mgmt | For | For | For |
| 1f | Elect Director James H. Hinton | Mgmt | For | For | For |
| 1g | Elect Director Donald R. Knauss | Mgmt | For | For | For |
| 1h | Elect Director Bradley E. Lerman | Mgmt | For | For | For |
| 1i | Elect Director Maria N. Martinez | Mgmt | For | For | For |
| 1j | Elect Director Kevin M. Ozan | Mgmt | For | For | For |
| 1k | Elect Director Brian S. Tyler | Mgmt | For | For | For |

## McKesson Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1l | Elect Director Kathleen Wilson-Thompson | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Ryman Healthcare Limited

**Meeting Date:** 07/30/2025 **Country:** New Zealand **Ticker:** RYM

**Record Date:** 07/28/2025 **Meeting Type:** Annual

**Primary Security ID:** Q8203F106

**Shares Voted:** 9,442,983

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |
| 2 | Elect Scott Pritchard as Director | Mgmt | For | For | For |

## Charter Communications, Inc.

**Meeting Date:** 07/31/2025 **Country:** USA **Ticker:** CHTR

**Record Date:** 06/27/2025 **Meeting Type:** Special

**Primary Security ID:** 16119P108

**Shares Voted:** 890

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Issue Shares in Connection with Acquisition | Mgmt | For | For | For |
| 2 | Amend Certificate of Incorporation | Mgmt | For | For | For |
| 3a | Amend Certificate of Incorporation to Composition Requirements | Mgmt | For | For | For |
| 3b | Amend Certificate of Incorporation | Mgmt | For | For | For |
| 3c | Amend Certificate of Incorporation | Mgmt | For | For | For |
| 3d | Amend Certificate of Incorporation | Mgmt | For | For | For |
| 4 | Adjourn Meeting | Mgmt | For | For | For |

## China Merchants Expressway Network Technology Hlds Co., Ltd.

**Meeting Date:** 07/31/2025 **Country:** China **Ticker:** 001965
**Record Date:** 07/24/2025 **Meeting Type:** Special
**Primary Security ID:** Y1504Y107

**Shares Voted:** 42,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 1.1 | Elect Song Rong as Director | Mgmt | For | For | For |
| 1.2 | Elect Xue Zhiwang as Director | Mgmt | For | For | For |
| 1.3 | Elect Li Bo as Director | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.* | | | | |
| 2 | Approve Issuance of Debt Financing Instruments | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted due to a lack of disclosure regarding the pertinent details of this financing request.* | | | | |
| 3 | Approve Amendments to Articles of Association | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed articles amendments are not considered to have adequately provided for accountability and transparency to shareholders.* | | | | |

## EnerSys

**Meeting Date:** 07/31/2025 **Country:** USA **Ticker:** ENS
**Record Date:** 06/04/2025 **Meeting Type:** Annual
**Primary Security ID:** 29275Y102

**Shares Voted:** 616

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Howard I. Hoffen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Shawn M. O'Connell | Mgmt | For | For | For |
| 1.3 | Elect Director Ronald P. Vargo | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Kyndryl Holdings, Inc.

**Meeting Date:** 07/31/2025 **Country:** USA **Ticker:** KD
**Record Date:** 06/03/2025 **Meeting Type:** Annual
**Primary Security ID:** 50155Q100

**Shares Voted:** 1,130

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Janina Kugel | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Denis Machuel | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Rahul N. Merchant | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Lightspeed Commerce Inc.

**Meeting Date:** 07/31/2025 **Country:** Canada **Ticker:** LSPD
**Record Date:** 06/02/2025 **Meeting Type:** Annual
**Primary Security ID:** 53229C107

**Shares Voted:** 446

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Manon Brouillette | Mgmt | For | For | For |
| 1.2 | Elect Director Dale Murray | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Dale Murray, Nathalie Gaveau and Patrick Pichette for lack of diversity on the board. Vote FOR the remaining director nominees.* | | | | |
| 1.3 | Elect Director Patrick Pichette | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Dale Murray, Nathalie Gaveau and Patrick Pichette for lack of diversity on the board. Vote FOR the remaining director nominees.* | | | | |
| 1.4 | Elect Director Dax Dasilva | Mgmt | For | For | For |
| 1.5 | Elect Director Nathalie Gaveau | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Dale Murray, Nathalie Gaveau and Patrick Pichette for lack of diversity on the board. Vote FOR the remaining director nominees.* | | | | |
| 1.6 | Elect Director Rob Williams | Mgmt | For | For | For |
| 1.7 | Elect Director Glen LeBlanc | Mgmt | For | For | For |

## Lightspeed Commerce Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## STERIS plc

**Meeting Date:** 07/31/2025 **Country:** Ireland **Ticker:** STE

**Record Date:** 06/02/2025 **Meeting Type:** Annual

**Primary Security ID:** G8473T100

**Shares Voted:** 313

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Esther M. Alegria | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Richard C. Breeden | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Daniel A. Carestio | Mgmt | For | For | For |
| 1d | Elect Director Cynthia L. Feldmann | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Christopher S. Holland | Mgmt | For | For | For |
| 1f | Elect Director Paul E. Martin | Mgmt | For | For | For |
| 1g | Elect Director Nirav R. Shah | Mgmt | For | For | For |
| 1h | Elect Director Louis A. Shapiro | Mgmt | For | For | For |
| 1i | Elect Director Mohsen M. Sohi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Richard M. Steeves *Withdrawn Resolution* | Mgmt | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor | Mgmt | For | For | For |
| 4 | Authorize Board to Fix Remuneration of Auditors | Mgmt | For | For | For |

## STERIS plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 6 | Renew the Board's Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| 7 | Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law | Mgmt | For | For | For |

## Eagle Materials Inc.

**Meeting Date:** 08/04/2025 **Country:** USA **Ticker:** EXP

**Record Date:** 06/06/2025 **Meeting Type:** Annual

**Primary Security ID:** 26969P108

**Shares Voted:** 1,046

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director George J. Damiris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Martin M. Ellen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director David Rush | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Declassify the Board of Directors | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.* | | | | |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Banco de Sabadell SA

**Meeting Date:** 08/05/2025 **Country:** Spain **Ticker:** SAB

**Record Date:** 07/31/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** E15819191

## Banco de Sabadell SA

**Shares Voted:** 41,965

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Sale of the Shares of Banco Sabadell TSB Banking Group plc and Other Securities Issued by this Company | Mgmt | For | For | For |

## Banco de Sabadell SA

**Meeting Date:** 08/05/2025 **Country:** Spain **Ticker:** SAB

**Record Date:** 07/31/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** E15819191

**Shares Voted:** 41,965

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Dividends Charged Against Reserves | Mgmt | For | For | For |

## Flex Ltd.

**Meeting Date:** 08/06/2025 **Country:** Singapore **Ticker:** FLEX

**Record Date:** 06/09/2025 **Meeting Type:** Annual

**Primary Security ID:** Y2573F102

**Shares Voted:** 1,683

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Revathi Advaithi | Mgmt | For | For | For |
| 1b | Elect Director John D. Harris, II | Mgmt | For | For | For |
| 1c | Elect Director Michael E. Hurlston | Mgmt | For | For | For |
| 1d | Elect Director Erin L. McSweeney | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Charles K. Stevens, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Maryrose T. Sylvester | Mgmt | For | For | For |
| 1g | Elect Director Lay Koon Tan | Mgmt | For | For | For |
| 1h | Elect Director Patrick J. Ward | Mgmt | For | For | For |

## Flex Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1i | Elect Director William D. Watkins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Issuance of Shares without Preemptive Rights | Mgmt | For | For | For |
| 5 | Authorize Share Repurchase Program | Mgmt | For | For | For |

## Allegro MicroSystems, Inc.

**Meeting Date:** 08/07/2025 **Country:** USA **Ticker:** ALGM

**Record Date:** 06/11/2025 **Meeting Type:** Annual

**Primary Security ID:** 01749D105

**Shares Voted:** 888

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Michael C. Doogue | Mgmt | For | For | For |
| 1.2 | Elect Director Katsumi Kawashima | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Yoshihiro (Zen) Suzuki and Katsumi Kawashima given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Yoshihiro (Zen) Suzuki | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Yoshihiro (Zen) Suzuki and Katsumi Kawashima given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

# Azrieli Group Ltd.

**Meeting Date:** 08/07/2025 **Country:** Israel **Ticker:** AZRG
**Record Date:** 07/10/2025 **Meeting Type:** Annual/Special
**Primary Security ID:** M1571Q105

**Shares Voted:** 0

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Extended Management Agreement with Danna Azrieli Hakim, Active Chairwoman | Mgmt | For | For | |
| 2 | Reelect Joseph Shachak as External Director | Mgmt | For | Against | |
| | *Voting Policy Rationale: A vote FOR Danna Azrieli Hakim, Naomi Azrieli, Sharon Azrieli, Dan Yitzhak Gillerman, Ariel Kor, Varda Levy and Nechemia (Chemi) Peres is warranted, as there are no issues with the nominees. A vote AGAINST Menachem Einan and Irit Sekler-Pilosof is warranted as the nominees are non-independent directors and members of the audit committee. A vote AGAINST the nominee Joseph Shachak is warranted as he is considered overboarded.* | | | | |
| 3 | Reelect Varda Levy as External Director | Mgmt | For | For | |
| 4.1 | Reelect Danna Azrieli Hakim as Director | Mgmt | For | For | |
| 4.2 | Reelect Sharon Rachelle Azrieli as Director | Mgmt | For | For | |
| 4.3 | Reelect Naomi Sara Azrieli as Director | Mgmt | For | For | |
| 4.4 | Reelect Menachem Einan as Director | Mgmt | For | Against | |
| | *Voting Policy Rationale: A vote FOR Danna Azrieli Hakim, Naomi Azrieli, Sharon Azrieli, Dan Yitzhak Gillerman, Ariel Kor, Varda Levy and Nechemia (Chemi) Peres is warranted, as there are no issues with the nominees. A vote AGAINST Menachem Einan and Irit Sekler-Pilosof is warranted as the nominees are non-independent directors and members of the audit committee. A vote AGAINST the nominee Joseph Shachak is warranted as he is considered overboarded.* | | | | |
| 4.5 | Reelect Dan Yitzhak Gillerman as Director | Mgmt | For | For | |
| 4.6 | Reelect Ariel Kor as Director | Mgmt | For | For | |
| 4.7 | Reelect Irit Sekler-Pilosof as Director | Mgmt | For | Against | |
| | *Voting Policy Rationale: A vote FOR Danna Azrieli Hakim, Naomi Azrieli, Sharon Azrieli, Dan Yitzhak Gillerman, Ariel Kor, Varda Levy and Nechemia (Chemi) Peres is warranted, as there are no issues with the nominees. A vote AGAINST Menachem Einan and Irit Sekler-Pilosof is warranted as the nominees are non-independent directors and members of the audit committee. A vote AGAINST the nominee Joseph Shachak is warranted as he is considered overboarded.* | | | | |
| 4.8 | Reelect Nechemia Jacob Peres as Director | Mgmt | For | For | |
| 5 | Reappoint Deloitte Brightman, Almagor, Zohar & Co. as Auditors | Mgmt | For | Against | |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted given that audit fees are not itemized. As such, it cannot be determined if the non-audit fees are excessive.* | | | | |
| 6 | Discuss Financial Statements and the Report of the Board | Mgmt | | | |

## Azrieli Group Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| A | Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager | Mgmt | None | Refer | |
| | *Voting Policy Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.* | | | | |
| | Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney | Mgmt | | | |
| B1 | If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |
| B2 | If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |
| B3 | If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |

## Commvault Systems, Inc.

**Meeting Date:** 08/07/2025 **Country:** USA **Ticker:** CVLT

**Record Date:** 06/20/2025 **Meeting Type:** Annual

**Primary Security ID:** 204166102

## Commvault Systems, Inc.

**Shares Voted:** 1,336

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Nicola Adamo | Mgmt | For | For | For |
| 1.2 | Elect Director Martha Bejar | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Keith Geeslin | Mgmt | For | For | For |
| 1.4 | Elect Director Vivie "YY" Lee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Sanjay Mirchandani | Mgmt | For | For | For |
| 1.6 | Elect Director Chuck Moran | Mgmt | For | For | For |
| 1.7 | Elect Director Allison Pickens | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Shane Sanders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Arlen Shenkman | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.36 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Investec Plc

**Meeting Date:** 08/07/2025 **Country:** United Kingdom **Ticker:** INVP

**Record Date:** 08/05/2025 **Meeting Type:** Annual

**Primary Security ID:** G49188116

**Shares Voted:** 3,454

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Common Business: Investec plc and Investec Limited | Mgmt | | | |
| 1 | Elect Vivek Ahuja as Director | Mgmt | For | For | For |

# Investec Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Re-elect Henrietta Baldock as Director | Mgmt | For | For | For |
| 3 | Re-elect Philip Hourquebie as Director | Mgmt | For | For | For |
| 4 | Re-elect Stephen Koseff as Director | Mgmt | For | For | For |
| 5 | Re-elect Nicola Newton-King as Director | Mgmt | For | For | For |
| 6 | Re-elect Jasandra Nyker as Director | Mgmt | For | For | For |
| 7 | Re-elect Vanessa Olver as Director | Mgmt | For | For | For |
| 8 | Re-elect Diane Radley as Director | Mgmt | For | For | For |
| 9 | Re-elect Nishlan Samujh as Director | Mgmt | For | For | For |
| 10 | Re-elect Fani Titi as Director | Mgmt | For | For | For |
| 11 | Approve Remuneration Report including Implementation Report | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy | Mgmt | For | For | For |
| 13 | Elect DLC Social and Ethics Committee | Mgmt | For | For | For |
| 14 | Authorise Ratification of Approved Resolutions | Mgmt | For | For | For |
| | Ordinary Business: Investec Limited | Mgmt | | | |
| 15 | Present Financial Statements and Statutory Reports for the Year Ended 31 March 2025 | Mgmt | | | |
| 16 | Sanction the Interim Dividend on the Ordinary Shares | Mgmt | For | For | For |
| 17 | Sanction the Interim Dividend on the Dividend Access (South African Resident) Redeemable Preference Share | Mgmt | For | For | For |
| 18 | Approve Final Dividend on the Ordinary Shares and the Dividend Access (South African Resident) Redeemable Preference Share | Mgmt | For | For | For |
| 19 | Reappoint PricewaterhouseCoopers Inc as Joint Auditors | Mgmt | For | For | For |
| 20 | Reappoint Deloitte & Touche as Joint Auditors | Mgmt | For | For | For |
| | Special Business: Investec Limited | Mgmt | | | |

## Investec Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 21 | Place Unissued Variable Rate, Redeemable, Cumulative Preference Shares, Unissued Perpetual Preference Shares, Unissued Non-Redeemable Programme Preference Shares, and Unissued Redeemable Programme Preference Shares Under Control of Directors | Mgmt | For | For | For |
| 22 | Place Unissued Special Convertible Redeemable Preference Shares Under Control of Directors | Mgmt | For | For | For |
| 23 | Authorise Repurchase of Issued Ordinary Shares | Mgmt | For | For | For |
| 24 | Authorise Repurchase of Any Redeemable, Non-Participating Preference Shares and Non-Redeemable, Non-Cumulative, Non-Participating Preference Shares | Mgmt | For | For | For |
| 25 | Approve Financial Assistance to Subsidiaries and Directors | Mgmt | For | For | For |
| 26 | Approve Non-executive Directors' Remuneration | Mgmt | For | For | For |
| | Ordinary Business: Investec plc | Mgmt | | | |
| 27 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 28 | Sanction the Interim Dividend on the Ordinary Shares | Mgmt | For | For | For |
| 29 | Approve Final Dividend on the Ordinary Shares | Mgmt | For | For | For |
| 30 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 31 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| | Special Business: Investec plc | Mgmt | | | |
| 32 | Authorise Issue of Equity | Mgmt | For | For | For |
| 33 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 34 | Authorise Market Purchase of Preference Shares | Mgmt | For | For | For |

## Promotora y Operadora de Infraestructura SAB de CV

**Meeting Date:** 08/08/2025 **Country:** Mexico **Ticker:** PINFRA

**Record Date:** 07/31/2025 **Meeting Type:** Ordinary Shareholders

**Primary Security ID:** P7925L103

## Promotora y Operadora de Infraestructura SAB de CV

**Shares Voted:** 22,764

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Authorize that the Remaining Dividend Balance of MXN 500 Million, Previously Approved at May 15, 2025 Shareholder Meeting, be Paid in Either Mexican Pesos or US Dollars | Mgmt | For | For | For |
| 2 | Other Business | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this request is warranted since it cannot be known what issues will be raised under this agenda item.* | | | | |
| 3 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Eastroc Beverage (Group) Co., Ltd.

**Meeting Date:** 08/11/2025 **Country:** China **Ticker:** 605499

**Record Date:** 08/06/2025 **Meeting Type:** Special

**Primary Security ID:** Y2234Q109

**Shares Voted:** 1,220

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Interim Profit Distribution | Mgmt | For | For | For |
| | APPROVE FORMULATION AND AMENDMENT OF INTERNAL GOVERNANCE SYSTEMS | Mgmt | | | |
| 2.1 | Amend Management System of Raised Funds | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 2.2 | Approve to Formulate External Donations Management System | Mgmt | For | For | For |
| 2.3 | Amend Management System for Providing External Investments | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 2.4 | Amend Management System for Providing External Guarantees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 2.5 | Amend Related-Party Transaction Management System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |

## Eastroc Beverage (Group) Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.6 | Amend Working System for Independent Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 2.7 | Amend Special System for Prevention of Capital Appropriation by Controlling Shareholders and Related Parties | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| | APPROVE FORMULATION AND AMENDMENT OF INTERNAL GOVERNANCE SYSTEMS APPLICABLE AFTER THE H-SHARE ISSUANCE AND LISTING | Mgmt | | | |
| 3.1 | Amend Related-Party Transaction Management System (Applicable After H Shares Issuance and Listing) | Mgmt | For | For | For |
| 3.2 | Amend Working System for Independent Directors (Applicable After H Shares Issuance and Listing) | Mgmt | For | For | For |
| 3.3 | Amend Management System for Providing External Investments (Applicable After H Shares Issuance and Listing) | Mgmt | For | For | For |
| 3.4 | Amend Management System of Raised Funds (Applicable After H Shares Issuance and Listing) | Mgmt | For | For | For |
| 4 | Approve Amendments to Articles of Association (Draft) | Mgmt | For | For | For |

## LiveRamp Holdings, Inc.

**Meeting Date:** 08/12/2025 **Country:** USA **Ticker:** RAMP
**Record Date:** 06/17/2025 **Meeting Type:** Annual
**Primary Security ID:** 53815P108

**Shares Voted:** 503

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Clark M. Kokich | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Brian O'Kelley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## LiveRamp Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Qorvo, Inc.

**Meeting Date:** 08/13/2025 **Country:** USA **Ticker:** QRVO

**Record Date:** 06/20/2025 **Meeting Type:** Annual

**Primary Security ID:** 74736K101

**Shares Voted:** 435

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Robert A. Bruggeworth | Mgmt | For | For | For |
| 1b | Elect Director Judy Bruner | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Richard L. Clemmer | Mgmt | For | For | For |
| 1d | Elect Director Peter A. Feld | Mgmt | For | For | For |
| 1e | Elect Director John R. Harding | Mgmt | For | For | For |
| 1f | Elect Director Christopher R. Koopmans | Mgmt | For | For | For |
| 1g | Elect Director Alan S. Lowe | Mgmt | For | For | For |
| 1h | Elect Director Roderick D. Nelson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Walden C. Rhines | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director Susan L. Spradley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Qorvo, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Though the annual bonus program was based entirely on pre-set financial metrics that paid out below target, there are significant concerns regarding the structure of performance equity. Despite a majority of the LTI award consisting of performance equity, the award is predominantly based on non-financial objectives with limited disclosure of both forward-looking and retroactive goals. In addition to poor disclosure about these non-financial metrics, they also utilize merely a one-year performance period. This portion of the LTI grant also vested significantly above target despite recent underperformance by the company.* | | | | |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 6 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right. Additionally, an affirmative vote on this proposal may signal support for modifying certain restrictions the board implemented on special meeting timing and subject matter, which may hinder the effectiveness of the right.* | | | | |

## The J. M. Smucker Company

**Meeting Date:** 08/13/2025 **Country:** USA **Ticker:** SJM

**Record Date:** 06/16/2025 **Meeting Type:** Annual

**Primary Security ID:** 832696405

**Shares Voted:** 2,171

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mercedes Abramo | Mgmt | For | For | For |
| 1b | Elect Director Tarang Amin | Mgmt | For | For | For |
| 1c | Elect Director Susan Chapman-Hughes | Mgmt | For | For | For |
| 1d | Elect Director Jay Henderson | Mgmt | For | For | For |
| 1e | Elect Director Jonathan Johnson, III | Mgmt | For | For | For |
| 1f | Elect Director Kirk Perry | Mgmt | For | For | For |
| 1g | Elect Director Mark Smucker | Mgmt | For | For | For |
| 1h | Elect Director Jodi Taylor | Mgmt | For | For | For |
| 1i | Elect Director Dawn Willoughby | Mgmt | For | For | For |

## The J. M. Smucker Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 31.73 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Electronic Arts Inc.

**Meeting Date:** 08/14/2025 **Country:** USA **Ticker:** EA

**Record Date:** 06/17/2025 **Meeting Type:** Annual

**Primary Security ID:** 285512109

**Shares Voted:** 2,596

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Kofi A. Bruce | Mgmt | For | For | For |
| 1b | Elect Director Rachel A. Gonzalez | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Jeffrey T. Huber | Mgmt | For | For | For |
| 1d | Elect Director Talbott Roche | Mgmt | For | For | For |
| 1e | Elect Director Richard A. Simonson | Mgmt | For | For | For |
| 1f | Elect Director Luis A. Ubiñas | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Heidi J. Ueberroth | Mgmt | For | For | For |
| 1h | Elect Director Andrew Wilson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## ENGIE Brasil Energia SA

**Meeting Date:** 08/15/2025 **Country:** Brazil **Ticker:** EGIE3

**Record Date:** **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** P37625103

## ENGIE Brasil Energia SA

**Shares Voted:** 30,199

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Articles 20 and 21 | Mgmt | For | For | For |
| 2 | Consolidate Bylaws | Mgmt | For | For | For |
| 3 | Elect Eduardo Antonio Gori Sattamini as Alternate Director | Mgmt | For | For | For |
| 4 | Reallocate Positions of Alternate Members of the Board of Directors | Mgmt | For | For | For |

## Nextracker Inc.

**Meeting Date:** 08/18/2025 **Country:** USA **Ticker:** NXT
**Record Date:** 06/23/2025 **Meeting Type:** Annual
**Primary Security ID:** 65290E101

**Shares Voted:** 3,083

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Jeffrey Guldner | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Jeffrey (Jeff) Guldner given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Monica Karuturi | Mgmt | For | For | For |
| 1.3 | Elect Director Brandi Thomas | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Anker Innovations Technology Co., Ltd.

**Meeting Date:** 08/19/2025 **Country:** China **Ticker:** 300866
**Record Date:** 08/13/2025 **Meeting Type:** Special
**Primary Security ID:** Y01425100

**Shares Voted:** 5,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Draft and Summary of Performance Share Incentive Plan | Mgmt | For | Against | Against |

## Anker Innovations Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the year which also takes into consideration outcomes from the first half of the year. As such, its fairness may be questionable. * a director eligible to receive performance shares under the scheme is also involved in its administration.* | | | | |
| 2 | Approve Methods to Assess the Performance of Plan Participants | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the year which also takes into consideration outcomes from the first half of the year. As such, its fairness may be questionable. * a director eligible to receive performance shares under the scheme is also involved in its administration.* | | | | |
| 3 | Approve Authorization of the Board to Handle All Related Matters | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the year which also takes into consideration outcomes from the first half of the year. As such, its fairness may be questionable. * a director eligible to receive performance shares under the scheme is also involved in its administration.* | | | | |

## Infratil Limited

**Meeting Date:** 08/19/2025 **Country:** New Zealand **Ticker:** IFT

**Record Date:** 08/17/2025 **Meeting Type:** Annual

**Primary Security ID:** Q4933Q124

**Shares Voted:** 7,650,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Alison Gerry as Director | Mgmt | For | For | For |
| 2 | Elect Kirsty Mactaggart as Director | Mgmt | For | For | For |
| 3 | Elect Andrew Clark as Director | Mgmt | For | For | For |
| 4 | Approve Payment of FY2024 Incentive Fee by Share Issue (2024 Scrip Option) to Morrison Infrastructure Management Limited | Mgmt | For | For | For |
| 5 | Approve Payment of FY2025 Incentive Fee by Share Issue (2025 Scrip Option) to Morrison Infrastructure Management Limited | Mgmt | For | For | For |
| 6 | Approve Increase in Maximum Aggregate Remuneration Pool of Non-Executive Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted given that current chair and director fees are already well above the average fees paid at similarly sized companies (i.e., NZX-listed companies with a market capitalisation of between $4.69 billion and $21.25 billion). The increase in the NED fee cap would allow the company to increase individual director fees which would contribute to put NED fees in this company materially above market capitalisation peers.* | | | | |
| 7 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |

## Microchip Technology Incorporated

**Meeting Date:** 08/19/2025 **Country:** USA **Ticker:** MCHP
**Record Date:** 06/20/2025 **Meeting Type:** Annual
**Primary Security ID:** 595017104

**Shares Voted:** 4,043

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Ellen L. Barker | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Rick Cassidy | Mgmt | For | For | For |
| 1c | Elect Director Matthew W. Chapman | Mgmt | For | For | For |
| 1d | Elect Director Victor Peng | Mgmt | For | For | For |
| 1e | Elect Director Karen M. Rapp | Mgmt | For | For | For |
| 1f | Elect Director Steve Sanghi | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although regular-cycle equity awards under the LTI program are targeted to be half performance conditioned with performance measured over multiple years, returning CEO Sanghi was granted an entirely time-vesting RSU award valued by the company at nearly $21 million. Although a supplemental filing included the compensation committee's rationale for the lack of performance conditions, the value and structure of the award remain concerning, particularly in light of the fact that, as disclosed in the supplemental filing, Sanghi received an additional equity grant approximately six months later. Moreover, former CEO Moorthy was provided accelerated equity vesting upon his retirement, again without a clear rationale disclosed.* | | | | |

## Dynatrace, Inc.

**Meeting Date:** 08/20/2025 **Country:** USA **Ticker:** DT
**Record Date:** 06/27/2025 **Meeting Type:** Annual
**Primary Security ID:** 268150109

**Shares Voted:** 1,468

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Lisa Campbell | Mgmt | For | For | For |
| 1b | Elect Director Amol Kulkarni | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Governance Committee member Amol Kulkarni is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Steve Rowland | Mgmt | For | For | For |

## Dynatrace, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 34.57 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## NH Investment & Securities Co., Ltd.

**Meeting Date:** 08/20/2025 **Country:** South Korea **Ticker:** 005940
**Record Date:** 07/14/2025 **Meeting Type:** Special
**Primary Security ID:** Y6S75L806

**Shares Voted:** 16,819

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Song Gyu-jong as Outside Director | Mgmt | For | For | For |

## Prosus NV

**Meeting Date:** 08/20/2025 **Country:** Netherlands **Ticker:** PRX
**Record Date:** 07/23/2025 **Meeting Type:** Annual
**Primary Security ID:** N7163R103

**Shares Voted:** 12,132

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Receive Annual Report (Non-Voting) | Mgmt | | | |
| 2. | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * The quantum of total pay package for the new CEO remains high, with the FY25 LTI grant at USD 35.5 million fair value (a once off grant for entire appointment period of four years) and future moonshot award with potential payout valued at USD 100 million * The SAR plan is not sufficiently transparent and share options are not tied to separate performance conditions. * A substantial part of the LTI awards vest before the third anniversary in deviation of best practice recommendations.* | | | | |
| 3. | Adopt Financial Statements | Mgmt | For | For | For |
| 4. | Approve Allocation of Income | Mgmt | For | For | For |
| 5. | Approve Discharge of Executive Directors | Mgmt | For | For | For |
| 6. | Approve Discharge of Non-Executive Directors | Mgmt | For | For | For |

# Prosus NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7. | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed policy remains largely unchanged and continued concern is raised with the design of the policy and the lack of responsiveness to address concerns raised by shareholders; * Continued concerns relate the (i) high quantum of the total pay package and considered to be excessive (total value of entire package for entire appointment term is valued at ca. USD 163 million), (ii) significant proportion of long-term incentives that are not performance-related, (iii) absence of clear award levels under the LTI, and (iv) a substantial portion of the LTI vests before the third anniversary and start vesting after the first anniversary of the grant.* | | | | |
| 8. | Approve Remuneration of Non-Executive Directors | Mgmt | For | For | For |
| 9. | Elect Phuthi Mahanyele-Dabengwa as Executive Director | Mgmt | For | For | For |
| 10. | Elect Nico Marais as Executive Director | Mgmt | For | For | For |
| 11.1. | Reelect Koos Bekker as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koos) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates* | | | | |
| 11.2. | Reelect Sharmistha Dubey as Director | Mgmt | For | For | For |
| 11.3. | Reelect Debra Meyer as Director | Mgmt | For | For | For |
| 11.4 | Reelect Steve Pacak as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koos) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates* | | | | |
| 12. | Ratify Deloitte Accountants B.V. as Auditors | Mgmt | For | For | For |
| 13. | Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 14. | Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights | Mgmt | For | For | For |
| 15. | Authorize Repurchase of Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposal is not in line with commonly used safeguards regarding volume.* | | | | |
| 16. | Approve Reduction in Share Capital Through Cancellation of Shares | Mgmt | For | For | For |
| 17. | Discuss Voting Results | Mgmt | | | |
| 18. | Close Meeting | Mgmt | | | |

## Fisher & Paykel Healthcare Corporation Limited

**Meeting Date:** 08/21/2025 **Country:** New Zealand **Ticker:** FPH
**Record Date:** 08/19/2025 **Meeting Type:** Annual
**Primary Security ID:** Q38992105

**Shares Voted:** 3,105,820

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Neville Mitchell as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Neville Mitchell and Lisa McIntyre is warranted for lack of diversity on the board. An additional concern has been identified regarding the company's remuneration disclosure practices, as Mr Mitchell is a member and Ms McIntyre is the chair of the People & Remuneration Committee. A vote FOR the remaining director nominees is warranted.* | | | | |
| 2 | Elect Lewis Gradon as Director | Mgmt | For | For | For |
| 3 | Elect Lisa McIntyre as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Neville Mitchell and Lisa McIntyre is warranted for lack of diversity on the board. An additional concern has been identified regarding the company's remuneration disclosure practices, as Mr Mitchell is a member and Ms McIntyre is the chair of the People & Remuneration Committee. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4 | Elect Cather Simpson as Director | Mgmt | For | For | For |
| 5 | Elect Mark Cross as Director | Mgmt | For | For | For |
| 6 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |
| 7 | Approve Grant of Discretionary Long Term Variable Remuneration Instruments to Lewis Gradon | Mgmt | For | For | For |

## Mediobanca Banca di Credito Finanziario SpA

**Meeting Date:** 08/21/2025 **Country:** Italy **Ticker:** MB
**Record Date:** 08/11/2025 **Meeting Type:** Ordinary Shareholders
**Primary Security ID:** T10584117

**Shares Voted:** 4,297

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Authorizations Related to the Public Voluntary Exchange Offer for all the Shares of Banca Generali | Mgmt | For | For | For |

## Xero Limited

**Meeting Date:** 08/21/2025 **Country:** New Zealand **Ticker:** XRO
**Record Date:** 08/19/2025 **Meeting Type:** Annual
**Primary Security ID:** Q98665104

**Shares Voted:** 100,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |
| 2 | Elect Brian McAndrews as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members David Thodey, Brian McAndrews and Susan Peterson for lack of diversity on the board. It is also highlighted that Mr. McAndrews is a member of the People & Remuneration Committee, Ms. Peterson is a chair of the People & Remuneration Committee and Mr. Thodey is a chair of the board, and continued problematic pay practices have been identified.* | | | | |
| 3 | Elect Susan Peterson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members David Thodey, Brian McAndrews and Susan Peterson for lack of diversity on the board. It is also highlighted that Mr. McAndrews is a member of the People & Remuneration Committee, Ms. Peterson is a chair of the People & Remuneration Committee and Mr. Thodey is a chair of the board, and continued problematic pay practices have been identified.* | | | | |
| 4 | Elect David Thodey as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members David Thodey, Brian McAndrews and Susan Peterson for lack of diversity on the board. It is also highlighted that Mr. McAndrews is a member of the People & Remuneration Committee, Ms. Peterson is a chair of the People & Remuneration Committee and Mr. Thodey is a chair of the board, and continued problematic pay practices have been identified.* | | | | |
| 5 | Approve Remuneration Report | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted, given corporate governance concerns for problematic pay practices which are inconsistent with local market standards. Specifically: Quantitative pay-for-performance analysis indicates a high degree of concern; The company proposes to increase the maximum LTI/LTE opportunity for the CEO from US$5.0 million to US$17.65 million in FY26, which is excessive and significantly above peer group medians. The LTI continues to have poor and absent disclosure of specific and quantified performance targets, while the LTE is subject to a service condition only. The company issued a one-off grant of 575,000 options to the CEO in FY25, which vest annually. The quantum of the grant, which is in addition to the LTI/LTE, is substantially above the median of LTI grants at similar sized companies. The non-financial measures in the STI (30 percent weighting) do not appear to be sufficiently aligned with improved company performance and appear to be 'day-job' responsibilities of executives. The company does not put the CEO's LTE/LTI grant to a shareholder vote to allow consideration of performance conditions and approve the grant in line with local market standards.* | | | | |

## China Three Gorges Renewables (Group) Co., Ltd.

**Meeting Date:** 08/22/2025 **Country:** China **Ticker:** 600905
**Record Date:** 08/13/2025 **Meeting Type:** Special
**Primary Security ID:** Y1521K106

**Shares Voted:** 247,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Articles of Association | Mgmt | For | Against | Against |

## China Three Gorges Renewables (Group) Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * the proposed articles amendments are not considered to have adequately provided for accountability and transparency to shareholders; and * the amendments may allow the board to decide on new share issuance of up to 50 percent of the company's total issued shares within three years with no specified discount limit, and the issuance limit is deemed excessive.* | | | | |
| 2 | Amend Rules and Procedures Regarding General Meetings of Shareholders and Rules and Procedures Regarding Meetings of Board of Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |

## Oracle Corp Japan

**Meeting Date:** 08/22/2025 **Country:** Japan **Ticker:** 4716
**Record Date:** 05/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J6165M109

**Shares Voted:** 4,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Misawa, Toshimitsu | Mgmt | For | For | For |
| 1.2 | Elect Director S. Krishna Kumar | Mgmt | For | For | For |
| 1.3 | Elect Director Garrett Ilg | Mgmt | For | For | For |
| 1.4 | Elect Director Vincent S. Grelli | Mgmt | For | For | For |
| 1.5 | Elect Director Kimberly Woolley | Mgmt | For | For | For |
| 1.6 | Elect Director Fujimori, Yoshiaki | Mgmt | For | For | For |
| 1.7 | Elect Director John L. Hall | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.* | | | | |
| 1.8 | Elect Director Natsuno, Takeshi | Mgmt | For | For | For |
| 1.9 | Elect Director Kuroda, Yukiko | Mgmt | For | For | For |

## PKO Bank Polski SA

**Meeting Date:** 08/25/2025 **Country:** Poland **Ticker:** PKO
**Record Date:** 08/09/2025 **Meeting Type:** Special
**Primary Security ID:** X6919X108

## PKO Bank Polski SA

**Shares Voted:** 16,247

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chairman | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by the State Treasury | Mgmt | | | |
| 5.1 | Recall Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 5.2 | Elect Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 6 | Approve Collective Suitability Assessment of Supervisory Board Members | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 7 | Approve Decision on Covering Costs of Convocation of EGM | SH | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted following the negative vote recommendations for Items 5.1, 5.2, and 6.* | | | | |
| | Management Proposals | Mgmt | | | |
| 8 | Close Meeting | Mgmt | | | |

## Doximity, Inc.

**Meeting Date:** 08/28/2025 **Country:** USA **Ticker:** DOCS
**Record Date:** 07/03/2025 **Meeting Type:** Annual
**Primary Security ID:** 26622P107

**Shares Voted:** 2,257

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Jeff Tangney | Mgmt | For | Withhold | Withhold |

## Doximity, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Kira Wampler given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Jeffrey (Jeff) Tangney as his ownership of the supervoting shares provides him with voting power control of the company.* | | | | |
| 1.2 | Elect Director Kira Wampler | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Kira Wampler given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Jeffrey (Jeff) Tangney as his ownership of the supervoting shares provides him with voting power control of the company.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: The majority of equity awards to the CEO are not tied to performance-contingent pay elements; Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and High CEO pay in relation to company peer group CEO median pay levels.* | | | | |

## Ashtead Group Plc

**Meeting Date:** 09/02/2025 **Country:** United Kingdom **Ticker:** AHT

**Record Date:** 08/29/2025 **Meeting Type:** Annual

**Primary Security ID:** G05320109

**Shares Voted:** 5,417

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Paul Walker as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Paul Walker, Angus Cockburn, Jillian (Jill) Easterbrook, Renata Ribeiro, and Roy Twite is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5 | Re-elect Brendan Horgan as Director | Mgmt | For | For | For |
| 6 | Re-elect Angus Cockburn as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Paul Walker, Angus Cockburn, Jillian (Jill) Easterbrook, Renata Ribeiro, and Roy Twite is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

## Ashtead Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Re-elect Jill Easterbrook as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Paul Walker, Angus Cockburn, Jillian (Jill) Easterbrook, Renata Ribeiro, and Roy Twite is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8 | Re-elect Renata Ribeiro as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Paul Walker, Angus Cockburn, Jillian (Jill) Easterbrook, Renata Ribeiro, and Roy Twite is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Roy Twite as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Paul Walker, Angus Cockburn, Jillian (Jill) Easterbrook, Renata Ribeiro, and Roy Twite is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Elect Nando Cesarone as Director | Mgmt | For | For | For |
| 11 | Elect James Singleton as Director | Mgmt | For | For | For |
| 12 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 17 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 18 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## BANK POLSKA KASA OPIEKI SA

**Meeting Date:** 09/03/2025 **Country:** Poland **Ticker:** PEO
**Record Date:** 08/18/2025 **Meeting Type:** Special
**Primary Security ID:** X0R77T117

**Shares Voted:** 3,431

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chairman | Mgmt | For | For | For |

## BANK POLSKA KASA OPIEKI SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Receive Division Plan of Pekao Bank Hipoteczny SA | Mgmt | | | |
| 6 | Approve Transfer of Organized Part of Enterprise of Pekao Bank Hipoteczny SA to Bank Polska Kasa Opieki SA | Mgmt | For | For | For |
| 7.1 | Amend Statute Re: Management and Supervisory Boards | Mgmt | For | For | For |
| 7.2 | Amend Statute Re: Supervisory Board | Mgmt | For | For | For |
| 8 | Close Meeting | Mgmt | | | |

## Agilysys, Inc.

**Meeting Date:** 09/04/2025 **Country:** USA **Ticker:** AGYS
**Record Date:** 07/09/2025 **Meeting Type:** Annual
**Primary Security ID:** 00847J105

**Shares Voted:** 94

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Donald A. Colvin | Mgmt | For | For | For |
| 1.2 | Elect Director Dana Jones | Mgmt | For | For | For |
| 1.3 | Elect Director Jerry Jones | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Michael A. Kaufman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Melvin L. Keating | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director John Mutch | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Lisa Pope | Mgmt | For | For | For |
| 1.8 | Elect Director Ramesh Srinivasan | Mgmt | For | For | For |

## Agilysys, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |

## Elekta AB

**Meeting Date:** 09/04/2025 **Country:** Sweden **Ticker:** EKTA.B

**Record Date:** 08/27/2025 **Meeting Type:** Annual

**Primary Security ID:** W2479G107

**Shares Voted:** 2,773

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9 | Approve Allocation of Income and Dividends of SEK 2.40 Per Share | Mgmt | For | For | For |
| 10.1 | Approve Discharge of Laurent Leksell | Mgmt | For | For | For |
| 10.2 | Approve Discharge of Tomas Eliasson | Mgmt | For | For | For |
| 10.3 | Approve Discharge of Wolfgang Reim | Mgmt | For | For | For |
| 10.4 | Approve Discharge of Jan Secher | Mgmt | For | For | For |
| 10.5 | Approve Discharge of Volker Wetekam | Mgmt | For | For | For |
| 10.6 | Approve Discharge of Cecilia Wikstrom | Mgmt | For | For | For |
| 10.7 | Approve Discharge of Ann Costello | Mgmt | For | For | For |
| 10.8 | Approve Discharge of Jan Kimpen | Mgmt | For | For | For |

# Elekta AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10.9 | Approve Discharge of Former President and CEO Jonas Bolander | Mgmt | For | For | For |
| 10.10 | Approve Discharge of Birgitta Stymne Goransson | Mgmt | For | For | For |
| 10.11 | Approve Discharge of Caroline Leksell Cooke | Mgmt | For | For | For |
| 10.12 | Approve Discharge of President and CEO Gustaf Salford | Mgmt | For | For | For |
| 11.1 | Determine Number of Members (9) of Board | Mgmt | For | For | For |
| 11.2 | Determine Number Deputy Members (0) of Board | Mgmt | For | For | For |
| 12.1 | Approve Remuneration of Directors in the Aggregate Amount of SEK 8.7 Million | Mgmt | For | For | For |
| 12.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 13.1 | Reelect Laurent Leksell as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee member Laurent Leksell is warranted for lack of diversity on the board. A vote AGAINST candidates Laurent Leksell and Wolfgang Reim is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13.2 | Reelect Tomas Eliasson as Director | Mgmt | For | For | For |
| 13.3 | Reelect Wolfgang Reim as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee member Laurent Leksell is warranted for lack of diversity on the board. A vote AGAINST candidates Laurent Leksell and Wolfgang Reim is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13.4 | Reelect Jan Secher as Director | Mgmt | For | For | For |
| 13.5 | Reelect Volker Wetekam as Director | Mgmt | For | For | For |
| 13.6 | Reelect Cecilia Wikstrom as Director | Mgmt | For | For | For |
| 13.7 | Reelect Ann Costello as Director | Mgmt | For | For | For |
| 13.8 | Reelect Jan Kimpen as Director | Mgmt | For | For | For |
| 13.9 | Elect Jan De Witte as New Director | Mgmt | For | For | For |
| 13.10 | Reelect Laurent Leksell as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.* | | | | |
| 14 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 15 | Approve Remuneration Report | Mgmt | For | For | For |

## Elekta AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 16.a | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 16.b | Authorize Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 16.c | Approve Equity Plan Financing Through Transfer of Shares | Mgmt | For | For | For |
| 17a | Approve Performance Share Plan 2025 | Mgmt | For | For | For |
| 17.b | Approve Equity Plan Financing | Mgmt | For | For | For |
| 18 | Authorize Contribution to Elekta Foundation | Mgmt | For | For | For |
| 19 | Close Meeting | Mgmt | | | |

## Hamilton Lane Incorporated

**Meeting Date:** 09/04/2025 **Country:** USA **Ticker:** HLNE

**Record Date:** 07/09/2025 **Meeting Type:** Annual

**Primary Security ID:** 407497106

**Shares Voted:** 953

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Director Hartley R. Rogers | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for director nominee Hartley Rogers for the following reasons: Because a majority of the board is not independent; As a non-independent director nominee, due to the company's lack of a formal nominating committee; For serving as a non-independent member of a key board committee; In the absence of a formal Governance Committee, given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure and the classified board structure, each of which adversely impacts shareholder rights; and As his ownership of the supervoting shares provides him with voting power control of the company. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. A quantitative pay-for-performance misalignment exists, and sufficient mitigating factors have not been identified for the year in review. Although the co-CEOs' equity awards were entirely performance-based, certain magnitude, structure, and disclosure concerns are noted. Most notably, the co-CEOs each received an outsized, one-time performance award, which alone exceeds the median total pay of peer CEOs. Additionally, annual bonuses were entirely discretionary and non-CEO NEOs' equity awards were majority time-based. Furthermore, the co-CEOs' annual equity awards utilize a one-year performance period, which lacks long term focus, and lacks fulsome disclosure of the assessment of performance measures. Moreover, there is no disclosed cap on carried interest payments or specific returns required for carried interest allocations. Lastly, the company has not disclosed any environmental or social performance measures as a part of both its short- and long-term incentive plans for executives and the company has not adopted compensation risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.* | | | | |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## RBC Bearings Incorporated

**Meeting Date:** 09/04/2025 **Country:** USA **Ticker:** RBC
**Record Date:** 07/08/2025 **Meeting Type:** Annual
**Primary Security ID:** 75524B104

**Shares Voted:** 289

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Daniel A. Bergeron | Mgmt | For | For | For |
| 1b | Elect Director Barry C. Boyan | Mgmt | For | For | For |
| 1c | Elect Director Edward D. Stewart | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Frederick J. Elmy | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels. A vote AGAINST this proposal is further warranted due to the below concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control.* | | | | |

## Berkeley Group Holdings Plc

**Meeting Date:** 09/05/2025 **Country:** United Kingdom **Ticker:** BKG
**Record Date:** 09/03/2025 **Meeting Type:** Annual
**Primary Security ID:** G1191G153

**Shares Voted:** 479

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is considered warranted as: * The positioning of the overall remuneration opportunities for the Executive Directors is considered materially higher than sector peers, even if it could be lower than the opportunities available under the current remuneration policy. Nonetheless, it is noted that the move to a remuneration structure more familiar in the UK market will likely be welcomed by some investors.* | | | | |
| 4 | Approve Performance Share Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the PSP is considered warranted as: * The positioning of the overall remuneration opportunities under the proposed remuneration policy (Item 3 above) for the Executive Directors is considered materially higher than sector peers, even if it could be lower than the opportunities available under the current remuneration policy. * The PSP will facilitate the changes to the remuneration opportunities under the proposed remuneration policy.* | | | | |

# Berkeley Group Holdings Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Re-elect Rachel Downey as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Rachel Downey, Natasha Adams and Andrew (Andy) Kemp is warranted for lack of diversity on the board. A vote AGAINST Rob Perrins is warranted because * Rob Perrins is a former CEO who will take over as Executive Chair at the conclusion of the AGM. This is contrary to UK market practice and potentially may inhibit the ability of the new CEO, who is also the former CFO, to implement a new strategy. * There are also concerns with regard to the remainder of the Board to hold management to account, given the long running tenure of the two Executive Directors, and the fact that the former CEO will chair the Board as Executive Chair. However, for shareholder awareness, it is noted that the Company's approach to its executive team is considered cogent in terms of its business culture and how it intends to approach its ten-year strategy (Berkeley 2035). Moreover, the Company has disclosed on its website the division of the responsibilities between the incoming Executive Chair and incoming CEO, which seem intended to work in a separate, albeit symbiotic, fashion. This disclosure is viewed positively, and some shareholders may welcome this specific context to this deviation from UK corporate governance norms. A vote FOR the remaining director nominees is warranted at this time.* | | | | |
| 6 | Re-elect Rob Perrins as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Rachel Downey, Natasha Adams and Andrew (Andy) Kemp is warranted for lack of diversity on the board. A vote AGAINST Rob Perrins is warranted because * Rob Perrins is a former CEO who will take over as Executive Chair at the conclusion of the AGM. This is contrary to UK market practice and potentially may inhibit the ability of the new CEO, who is also the former CFO, to implement a new strategy. * There are also concerns with regard to the remainder of the Board to hold management to account, given the long running tenure of the two Executive Directors, and the fact that the former CEO will chair the Board as Executive Chair. However, for shareholder awareness, it is noted that the Company's approach to its executive team is considered cogent in terms of its business culture and how it intends to approach its ten-year strategy (Berkeley 2035). Moreover, the Company has disclosed on its website the division of the responsibilities between the incoming Executive Chair and incoming CEO, which seem intended to work in a separate, albeit symbiotic, fashion. This disclosure is viewed positively, and some shareholders may welcome this specific context to this deviation from UK corporate governance norms. A vote FOR the remaining director nominees is warranted at this time.* | | | | |
| 7 | Re-elect Richard Stearn as Director | Mgmt | For | For | For |
| 8 | Re-elect Andy Kemp as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Rachel Downey, Natasha Adams and Andrew (Andy) Kemp is warranted for lack of diversity on the board. A vote AGAINST Rob Perrins is warranted because * Rob Perrins is a former CEO who will take over as Executive Chair at the conclusion of the AGM. This is contrary to UK market practice and potentially may inhibit the ability of the new CEO, who is also the former CFO, to implement a new strategy. * There are also concerns with regard to the remainder of the Board to hold management to account, given the long running tenure of the two Executive Directors, and the fact that the former CEO will chair the Board as Executive Chair. However, for shareholder awareness, it is noted that the Company's approach to its executive team is considered cogent in terms of its business culture and how it intends to approach its ten-year strategy (Berkeley 2035). Moreover, the Company has disclosed on its website the division of the responsibilities between the incoming Executive Chair and incoming CEO, which seem intended to work in a separate, albeit symbiotic, fashion. This disclosure is viewed positively, and some shareholders may welcome this specific context to this deviation from UK corporate governance norms. A vote FOR the remaining director nominees is warranted at this time.* | | | | |
| 9 | Re-elect Natasha Adams as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Rachel Downey, Natasha Adams and Andrew (Andy) Kemp is warranted for lack of diversity on the board. A vote AGAINST Rob Perrins is warranted because * Rob Perrins is a former CEO who will take over as Executive Chair at the conclusion of the AGM. This is contrary to UK market practice and potentially may inhibit the ability of the new CEO, who is also the former CFO, to implement a new strategy. * There are also concerns with regard to the remainder of the Board to hold management to account, given the long running tenure of the two Executive Directors, and the fact that the former CEO will chair the Board as Executive Chair. However, for shareholder awareness, it is noted that the Company's approach to its executive team is considered cogent in terms of its business culture and how it intends to approach its ten-year strategy (Berkeley 2035). Moreover, the Company has disclosed on its website the division of the responsibilities between the incoming Executive Chair and incoming CEO, which seem intended to work in a separate, albeit symbiotic, fashion. This disclosure is viewed positively, and some shareholders may welcome this specific context to this deviation from UK corporate governance norms. A vote FOR the remaining director nominees is warranted at this time.* | | | | |

## Berkeley Group Holdings Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Re-elect Elizabeth Adekunle as Director | Mgmt | For | For | For |
| 11 | Re-elect Sarah Sands as Director | Mgmt | For | For | For |
| 12 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 17 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Deckers Outdoor Corporation

**Meeting Date:** 09/08/2025 **Country:** USA **Ticker:** DECK

**Record Date:** 07/10/2025 **Meeting Type:** Annual

**Primary Security ID:** 243537107

**Shares Voted:** 570

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Cynthia (Cindy) L. Davis | Mgmt | For | For | For |
| 1b | Elect Director David A. Burwick | Mgmt | For | For | For |
| 1c | Elect Director Stefano Caroti | Mgmt | For | For | For |
| 1d | Elect Director Nelson C. Chan | Mgmt | For | For | For |
| 1e | Elect Director Juan R. Figuereo | Mgmt | For | For | For |
| 1f | Elect Director Patrick J. Grismer | Mgmt | For | For | For |
| 1g | Elect Director Maha S. Ibrahim | Mgmt | For | For | For |
| 1h | Elect Director Victor Luis | Mgmt | For | For | For |
| 1i | Elect Director Lauri M. Shanahan | Mgmt | For | For | For |

## Deckers Outdoor Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Bonita C. Stewart | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Nu Holdings Ltd.

**Meeting Date:** 09/08/2025 **Country:** Cayman Islands **Ticker:** NU

**Record Date:** 07/30/2025 **Meeting Type:** Annual

**Primary Security ID:** G6683N103

**Shares Voted:** 23,620

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Elect David Velez Osorno, Anita Mary Sands, David Alexandre Marcus, Douglas Mauro Leone, Jacqueline Dawn Reses, Luis Alberto Moreno Mejia, Roberto de Oliveira Campos Neto, Rogerio Paulo Calderon Peres and Thuan Quang Pham as Directors | Mgmt | For | Against | Against |

*Voting Policy Rationale: This proposal is bundled, and separate voting recommendations cannot be made. As such, a vote AGAINST all director nominees is warranted due to the company's lack of a formal nominating committee.*

## Gen Digital Inc.

**Meeting Date:** 09/09/2025 **Country:** USA **Ticker:** GEN

**Record Date:** 07/14/2025 **Meeting Type:** Annual

**Primary Security ID:** 668771108

**Shares Voted:** 10,461

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Susan P. Barsamian | Mgmt | For | For | For |
| 1b | Elect Director Pavel Baudis | Mgmt | For | For | For |
| 1c | Elect Director Eric K. Brandt | Mgmt | For | For | For |
| 1d | Elect Director John C. Chrystal | Mgmt | For | For | For |
| 1e | Elect Director Nora M. Denzel | Mgmt | For | For | For |
| 1f | Elect Director Emily Heath | Mgmt | For | For | For |

## Gen Digital Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director Vincent Pilette | Mgmt | For | For | For |
| 1h | Elect Director Sherrese M. Smith | Mgmt | For | For | For |
| 1i | Elect Director Ondrej Vlcek | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## MRC Global Inc.

**Meeting Date:** 09/09/2025 **Country:** USA **Ticker:** MRC
**Record Date:** 08/05/2025 **Meeting Type:** Special
**Primary Security ID:** 55345K103

**Shares Voted:** 2,765

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## NIKE, Inc.

**Meeting Date:** 09/09/2025 **Country:** USA **Ticker:** NKE
**Record Date:** 07/09/2025 **Meeting Type:** Annual
**Primary Security ID:** 654106103

**Shares Voted:** 2,983

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mónica Gil | Mgmt | For | For | For |
| 1b | Elect Director John Rogers, Jr. | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member John Rogers Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Robert Swan | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## NIKE, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Sectra AB

**Meeting Date:** 09/09/2025 **Country:** Sweden **Ticker:** SECT.B

**Record Date:** 09/01/2025 **Meeting Type:** Annual

**Primary Security ID:** W8T81N157

**Shares Voted:** 1,055

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5.a | Designate Patrik Jonsson as Inspector of Minutes of Meeting | Mgmt | For | For | For |
| 5.b | Designate Robert Forchheimer as Inspector of Minutes of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9 | Approve Allocation of Income and Ordinary Dividends of SEK 1.10 Per Share and Extraordinary Dividends of SEK 1.00 Per Share | Mgmt | For | For | For |
| 10.a | Approve Discharge of Anders Persson | Mgmt | For | For | For |
| 10.b | Approve Discharge of Torbjorn Kronander | Mgmt | For | For | For |
| 10.c | Approve Discharge of Tomas Puusepp | Mgmt | For | For | For |
| 10.d | Approve Discharge of Birgitta Hagenfeldt | Mgmt | For | For | For |
| 10.e | Approve Discharge of Jan-Olof Bruer | Mgmt | For | For | For |
| 10.f | Approve Discharge of Fredrik Robertsson | Mgmt | For | For | For |
| 10.g | Approve Discharge of Ulrika Unell | Mgmt | For | For | For |

# Sectra AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10.h | Approve Discharge of Torbjorn Kronander | Mgmt | For | For | For |
| 10.i | Approve Discharge of Andreas Hall | Mgmt | For | For | For |
| 10.j | Approve Discharge of Pontus Svard | Mgmt | For | For | For |
| 10.k | Approve Discharge of Michael Bruer | Mgmt | For | For | For |
| 10.l | Approve Discharge of Joel Kronander | Mgmt | For | For | For |
| 10.m | Approve Discharge of Alva Mardsjo | Mgmt | For | For | For |
| 10.n | Approve Discharge of Ellinor Bankvall | Mgmt | For | For | For |
| 11.a | Determine Number of Members (7) and Deputy Members (2) of Board | Mgmt | For | For | For |
| 11.b | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 12.a | Approve Remuneration of Directors in the Amount of SEK 700,000 for Chair, and SEK 350,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 12.b | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 13.a | Reelect Anders Persson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jan-Olof Bruer and Torbjorn Kronander is warranted for lack of diversity on the board. A vote AGAINST Anders Persson and Jan-Olof Bruer (Items 13.a and 13.e) is warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee.* | | | | |
| 13.b | Reelect Torbjorn Kronander as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jan-Olof Bruer and Torbjorn Kronander is warranted for lack of diversity on the board. A vote AGAINST Anders Persson and Jan-Olof Bruer (Items 13.a and 13.e) is warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee.* | | | | |
| 13.c | Reelect Tomas Puusepp as Director | Mgmt | For | For | For |
| 13.d | Reelect Birgitta Hagenfeldt as Director | Mgmt | For | For | For |
| 13.e | Reelect Jan-Olof Bruer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jan-Olof Bruer and Torbjorn Kronander is warranted for lack of diversity on the board. A vote AGAINST Anders Persson and Jan-Olof Bruer (Items 13.a and 13.e) is warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee.* | | | | |
| 13.f | Reelect Fredrik Robertsson as Director | Mgmt | For | For | For |
| 13.g | Reelect Ulrika Unell as Director | Mgmt | For | For | For |

## Sectra AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13.h | Reelect Michael Bruer as Deputy Director | Mgmt | For | For | For |
| 13.i | Reelect Joel Kronander as Deputy Director | Mgmt | For | For | For |
| 14 | Reelect Jan-Olof Bruer as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.* | | | | |
| 15 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 16 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because of the poor ex-post disclosure of the company's STIP and LTIP.* | | | | |
| 17 | Approve Issuance of 18.5 Million Class B Shares without Preemptive Rights | Mgmt | For | For | For |
| 18 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 19 | Other Business | Mgmt | | | |
| 20 | Close Meeting | Mgmt | | | |

## NetApp, Inc.

**Meeting Date:** 09/10/2025 **Country:** USA **Ticker:** NTAP

**Record Date:** 07/16/2025 **Meeting Type:** Annual

**Primary Security ID:** 64110D104

**Shares Voted:** 2,587

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director T. Michael Nevens | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Deepak Ahuja | Mgmt | For | For | For |
| 1c | Elect Director Anders Gustafsson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Gerald Held | Mgmt | For | For | For |
| 1e | Elect Director Deborah L. Kerr | Mgmt | For | For | For |
| 1f | Elect Director George Kurian | Mgmt | For | For | For |

## NetApp, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director Carrie Palin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Frank Pelzer | Mgmt | For | For | For |
| 1i | Elect Director June Yang | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: The plan cost is excessive; The three-year average burn rate is excessive; The plan permits liberal recycling of shares; and The plan allows broad discretion to accelerate vesting.* | | | | |
| 6 | Amend Right to Call Special Meeting | SH | Against | Against | Against |

## NetScout Systems, Inc.

**Meeting Date:** 09/10/2025 **Country:** USA **Ticker:** NTCT

**Record Date:** 07/14/2025 **Meeting Type:** Annual

**Primary Security ID:** 64115T104

**Shares Voted:** 322

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Robert E. Donahue | Mgmt | For | For | For |
| 1.2 | Elect Director John R. Egan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Marlene Pelage | Mgmt | For | For | For |
| 1.4 | Elect Director Anil K. Singhal | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: The company has not disclosed any short- and long-term E&S performance incentives; and Modified single-trigger provision in change-in-control agreements.* | | | | |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Roivant Sciences Ltd.

**Meeting Date:** 09/10/2025 **Country:** Bermuda **Ticker:** ROIV
**Record Date:** 07/17/2025 **Meeting Type:** Annual
**Primary Security ID:** G76279101

**Shares Voted:** 14,959

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Matthew Gline | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Matthew (Matt) Gline, Melissa Epperly, and Keith Manchester given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Keith Manchester | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Matthew (Matt) Gline, Melissa Epperly, and Keith Manchester given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Melissa Epperly | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Matthew (Matt) Gline, Melissa Epperly, and Keith Manchester given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to an unmitigated pay-for-performance misalignment. Significant concern exists regarding front-loaded equity awards to the CEO and one other NEO. While the awards are majority performance-conditioned, the magnitude is outsized, even when annualized over the five-year period the awards are intended to cover. In addition, although the company improved disclosure of annual incentive metrics and achievements, concerns exist regarding a significant cash retention award for an NEO. Lastly, the company has not disclosed any short- and long-term E&S performance incentives, and has not adopted sufficient risk mitigators, such as a clawback policy, CEO stock ownership guidelines, and stock holding period requirements.* | | | | |

## ABN AMRO Bank NV

**Meeting Date:** 09/11/2025 **Country:** Netherlands **Ticker:** ABN
**Record Date:** 08/14/2025 **Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** N0162C102

## ABN AMRO Bank NV

**Shares Voted:** 4,158

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2(a). | Announce Vacancies on the Supervisory Board | Mgmt | | | |
| 2(b). | Announce Nomination of Daniel Hartert as Supervisory Board Member | Mgmt | | | |
| 2(c). | Opportunity to Make Recommendations | Mgmt | | | |
| 2(d). | Receive Explanation and Motivation by Daniel Hartert | Mgmt | | | |
| 2(e). | Elect Daniel Hartert to Supervisory Board | Mgmt | For | For | For |
| 3. | Close Meeting | Mgmt | | | |

## Sanan Optoelectronics Co. Ltd.

**Meeting Date:** 09/12/2025 **Country:** China **Ticker:** 600703

**Record Date:** 09/05/2025 **Meeting Type:** Special

**Primary Security ID:** Y7478M102

**Shares Voted:** 44,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Amendments to Articles of Association and Certain Company Systems | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed bylaw amendments.*

## Beijing-Shanghai High-Speed Railway Co., Ltd.

**Meeting Date:** 09/15/2025 **Country:** China **Ticker:** 601816

**Record Date:** 09/08/2025 **Meeting Type:** Special

**Primary Security ID:** Y0S031107

**Shares Voted:** 377,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Abolition of the Supervisory Board and Amendments to Articles of Association | Mgmt | For | Against | Against |

## Beijing-Shanghai High-Speed Railway Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed articles amendments are not considered to have adequately provided for accountability and transparency to shareholders.* | | | | |
| 2 | Amend Rules and Procedures Regarding General Meetings of Shareholders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 3 | Amend Rules and Procedures Regarding Meetings of Board of Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 4 | Approve Formulation of Management Methods for Selection and Recruitment of Accounting Firm | Mgmt | For | For | For |
| 5 | Approve Interim Profit Distribution | Mgmt | For | For | For |

## Yunnan Baiyao Group Co., Ltd.

**Meeting Date:** 09/15/2025 **Country:** China **Ticker:** 000538
**Record Date:** 09/08/2025 **Meeting Type:** Special
**Primary Security ID:** Y9879F108

**Shares Voted:** 8,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Appointment of Financial Auditor (Including Internal Control Auditor) | Mgmt | For | For | For |
| 2 | Approve Special Dividend Plan | Mgmt | For | For | For |

## ePlus inc.

**Meeting Date:** 09/16/2025 **Country:** USA **Ticker:** PLUS
**Record Date:** 07/22/2025 **Meeting Type:** Annual
**Primary Security ID:** 294268107

**Shares Voted:** 103

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Melissa J. Ballenger | Mgmt | For | For | For |
| 1.2 | Elect Director Renee Bergeron | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## ePlus inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Bruce M. Bowen | Mgmt | For | For | For |
| 1.4 | Elect Director John E. Callies | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Ira A. Hunt, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Mark P. Marron | Mgmt | For | For | For |
| 1.7 | Elect Director Maureen F. Morrison | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Ningbo Deye Technology Co., Ltd.

**Meeting Date:** 09/16/2025 **Country:** China **Ticker:** 605117

**Record Date:** 09/09/2025 **Meeting Type:** Special

**Primary Security ID:** Y6368K101

**Shares Voted:** 9,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Interim Profit Distribution | Mgmt | For | For | For |
| 2 | Approve to Appoint Auditor | Mgmt | For | For | For |
| 3 | Approve Foreign Exchange Hedging Business | Mgmt | For | For | For |
| 4 | Approve Draft and Summary of Employee Share Purchase Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the terms in the ESPP are deemed not in the best interest of shareholders.* | | | | |
| 5 | Approve Methods to Assess the Performance of Plan Participants | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the terms in the ESPP are deemed not in the best interest of shareholders.* | | | | |

## Ningbo Deye Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Approve Authorization of the Board to Handle All Related Matters | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the terms in the ESPP are deemed not in the best interest of shareholders.* | | | | |

## The Trade Desk, Inc.

**Meeting Date:** 09/16/2025 **Country:** USA **Ticker:** TTD
**Record Date:** 07/21/2025 **Meeting Type:** Special
**Primary Security ID:** 88339J105

**Shares Voted:** 2,522

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Articles of Incorporation to Change the Final Conversion Date of the Class B Common Stock and Waive Jury Trials for Internal Actions | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it is not considered to be in shareholders' interest to postpone the sunset on the dual-class capital structure and thereby prolong the misalignment of capital commitment and voting power at the company.* | | | | |
| 2 | Adjourn Meeting | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The article amendments proposed in Item 1 do not merit support. Therefore, a vote AGAINST the proposal to adjourn the meeting in order to solicit additional votes is also warranted.* | | | | |

## Conagra Brands, Inc.

**Meeting Date:** 09/17/2025 **Country:** USA **Ticker:** CAG
**Record Date:** 07/23/2025 **Meeting Type:** Annual
**Primary Security ID:** 205887102

**Shares Voted:** 1,807

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Anil Arora | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Thomas "Tony" K. Brown | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Emanuel "Manny" Chirico | Mgmt | For | For | For |
| 1d | Elect Director Sean M. Connolly | Mgmt | For | For | For |

## Conagra Brands, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director George Dowdie | Mgmt | For | For | For |
| 1f | Elect Director Francisco Fraga | Mgmt | For | For | For |
| 1g | Elect Director Richard H. Lenny | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Melissa Lora | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Ruth Ann Marshall | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Denise A. Paulonis | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels. Further concerns were identified surrounding goal rigor and disclosure in the STI.* | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Games Workshop Group Plc

**Meeting Date:** 09/17/2025 **Country:** United Kingdom **Ticker:** GAW

**Record Date:** 09/15/2025 **Meeting Type:** Annual

**Primary Security ID:** G3715N102

**Shares Voted:** 146

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Re-elect Kevin Rountree as Director | Mgmt | For | For | For |
| 3 | Re-elect Elizabeth Harrison as Director | Mgmt | For | For | For |
| 4 | Re-elect Mark Lam as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Lam, Randal Casson and Karen (Kate) Marsh is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5 | Re-elect Randal Casson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Lam, Randal Casson and Karen (Kate) Marsh is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

## Games Workshop Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Re-elect Kate Marsh as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Lam, Randal Casson and Karen (Kate) Marsh is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7 | Elect Eric Maugein as Director | Mgmt | For | For | For |
| 8 | Elect Neil Tomlinson as Director | Mgmt | For | For | For |
| 9 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 10 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 11 | Approve Remuneration Report | Mgmt | For | For | For |
| 12 | Approve Amendments to the Sharesave Plan | Mgmt | For | For | For |
| 13 | Authorise Issue of Equity | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 15 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Houlihan Lokey, Inc.

**Meeting Date:** 09/17/2025 **Country:** USA **Ticker:** HLI

**Record Date:** 07/24/2025 **Meeting Type:** Annual

**Primary Security ID:** 441593100

**Shares Voted:** 934

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Scott L. Beiser | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because the board is not majority independent. WITHHOLD votes are further warranted for Scott Beiser as his ownership of the supervoting shares provide him with voting power control of the company.* | | | | |
| 1.2 | Elect Director Todd J. Carter | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because the board is not majority independent.* | | | | |
| 1.3 | Elect Director Paul A. Zuber | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because the board is not majority independent. WITHHOLD votes are warranted for Governance Committee member Paul Zuber (i) given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights; and (ii) for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Houlihan Lokey, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as a clawback policy, CEO stock ownership guidelines, and stock holding period requirements.* | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Auto Trader Group Plc

**Meeting Date:** 09/18/2025 **Country:** United Kingdom **Ticker:** AUTO

**Record Date:** 09/16/2025 **Meeting Type:** Annual

**Primary Security ID:** G06708104

**Shares Voted:** 3,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Matt Davies as Director | Mgmt | For | For | For |
| 5 | Re-elect Nathan Coe as Director | Mgmt | For | For | For |
| 6 | Re-elect Catherine Faiers as Director | Mgmt | For | For | For |
| 7 | Re-elect Jamie Warner as Director | Mgmt | For | For | For |
| 8 | Re-elect Jasvinder Gakhal as Director | Mgmt | For | For | For |
| 9 | Re-elect Geeta Gopalan as Director | Mgmt | For | For | For |
| 10 | Re-elect Amanda James as Director | Mgmt | For | For | For |
| 11 | Elect Megan Quinn as Director | Mgmt | For | For | For |
| 12 | Elect Adam Jay as Director | Mgmt | For | For | For |
| 13 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Auto Trader Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## mBank SA

**Meeting Date:** 09/18/2025 **Country:** Poland **Ticker:** MBK

**Record Date:** 09/02/2025 **Meeting Type:** Special

**Primary Security ID:** X521A6104

**Shares Voted:** 767

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chairman | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by Commerzbank AG | Mgmt | | | |
| 3 | Fix Size of Supervisory Board | SH | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the proponent failed to disclose the proposed size of the supervisory board.* | | | | |
| 4 | Elect Supervisory Board Member | SH | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these items are warranted because the nominees' names have not been disclosed in the draft resolutions.* | | | | |
| 5 | Approve Collective Suitability Assessment of Supervisory Board Members | SH | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these items are warranted because the nominees' names have not been disclosed in the draft resolutions.* | | | | |
| 6 | Approve Decision on Covering Costs of Convocation of EGM | SH | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to the negatives vote recommendations for Items 3-5.* | | | | |
| | Management Proposals | Mgmt | | | |
| 7 | Close Meeting | Mgmt | | | |

## Take-Two Interactive Software, Inc.

**Meeting Date:** 09/18/2025 **Country:** USA **Ticker:** TTWO
**Record Date:** 07/23/2025 **Meeting Type:** Annual
**Primary Security ID:** 874054109

**Shares Voted:** 763

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Strauss Zelnick | Mgmt | For | For | For |
| 1b | Elect Director Michael Dornemann | Mgmt | For | For | For |
| 1c | Elect Director J Moses | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Michael Sheresky | Mgmt | For | For | For |
| 1e | Elect Director LaVerne Srinivasan | Mgmt | For | For | For |
| 1f | Elect Director Susan Tolson | Mgmt | For | For | For |
| 1g | Elect Director Paul Viera | Mgmt | For | For | For |
| 1h | Elect Director Roland Hernandez | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director William "Bing" Gordon | Mgmt | For | For | For |
| 1j | Elect Director Ellen Siminoff | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting* | | | | |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Mercury NZ Limited

**Meeting Date:** 09/19/2025 **Country:** New Zealand **Ticker:** MCY
**Record Date:** 09/17/2025 **Meeting Type:** Annual
**Primary Security ID:** Q5971Q108

## Mercury NZ Limited

**Shares Voted:** 2,695,275

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Susan Peterson as Director | Mgmt | For | For | For |
| 2 | Elect Scott St John as Director | Mgmt | For | For | For |
| 3 | Elect Rob Hamilton as Director | Mgmt | For | For | For |
| 4 | Elect Rachel Taulelei as Director | Mgmt | For | For | For |

## Azrieli Group Ltd.

**Meeting Date:** 09/21/2025 **Country:** Israel **Ticker:** AZRG

**Record Date:** 08/24/2025 **Meeting Type:** Special

**Primary Security ID:** M1571Q105

**Shares Voted:** 0

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Authorize Danna Azrieli Hakim, Chairwoman, to Serve as Interim CEO | Mgmt | For | For | |
| A | Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager | Mgmt | None | Refer | |
| | *Voting Policy Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.* | | | | |
| | Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney | Mgmt | | | |
| B1 | If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |

## Azrieli Group Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| B2 | If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |
| B3 | If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |

## CRRC Corporation Limited

**Meeting Date:** 09/22/2025 **Country:** China **Ticker:** 1766

**Record Date:** 09/16/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y1818X100

**Shares Voted:** 373,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Proposed Abolishment of the Board of Supervisors and Amend Articles of Association | Mgmt | For | For | For |
| 2 | Amend Rules of Procedure for General Meetings | Mgmt | For | For | For |
| 3 | Amend Rules of Procedure for the Board | Mgmt | For | For | For |
| 4 | Approve Interim Profit Distribution Plan | Mgmt | For | For | For |
| | ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 5.1 | Elect Sun Yongcai as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Yongcai Sun and Ming Tak Ngai (Michael Wei Mingde) is warranted for lack of diversity on the board.* | | | | |

## CRRC Corporation Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.2 | Elect Wang An as Director | Mgmt | For | For | For |
| 5.3 | Elect Fan Bing as Director | Mgmt | For | For | For |
| | ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 6.1 | Elect Wang Xifeng as Director | Mgmt | For | For | For |
| 6.2 | Elect Ngai Ming Tak as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Yongcai Sun and Ming Tak Ngai (Michael Wei Mingde) is warranted for lack of diversity on the board.* | | | | |
| 6.3 | Elect Yang Jiayi as Director | Mgmt | For | For | For |
| 6.4 | Elect Zhang Zhenrong as Director | Mgmt | For | For | For |

## ENGIE Brasil Energia SA

**Meeting Date:** 09/22/2025 **Country:** Brazil **Ticker:** EGIE3

**Record Date:** **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** P37625103

**Shares Voted:** 30,199

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Agreement to Absorb Companhia Energetica Estreito | Mgmt | For | For | For |
| 2 | Ratify BDO RCS Auditores Independentes SS Ltda. as Independent Firm to Appraise Proposed Transaction | Mgmt | For | For | For |
| 3 | Approve Independent Firm's Appraisal | Mgmt | For | For | For |
| 4 | Approve Absorption of Companhia Energetica Estreito | Mgmt | For | For | For |
| 5 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Shanjin International Gold Co., Ltd.

**Meeting Date:** 09/22/2025 **Country:** China **Ticker:** 000975

**Record Date:** 09/15/2025 **Meeting Type:** Special

**Primary Security ID:** Y1584S103

# Shanjin International Gold Co., Ltd.

**Shares Voted:** 24,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Abolish Board of Supervisors and Amendments to Articles of Association | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed articles amendments are not considered to have adequately provided for accountability and transparency to shareholders.* | | | | |
| 2 | Amend Rules and Procedures Regarding General Meetings of Shareholders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 3 | Amend Rules and Procedures Regarding Meetings of Board of Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| | AMEND GOVERNANCE SYSTEMS | Mgmt | | | |
| 4.1 | Amend Working System for Independent Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 4.2 | Amend Management System for Providing External Guarantees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 4.3 | Amend Related-Party Transaction Management System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 4.4 | Amend Management System of Raised Funds | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 4.5 | Amend Accounting Firm Selection and Appointment System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| | ELECT DIRECTORS | Mgmt | | | |
| 5.1 | Elect Tang Qi as Director | SH | For | For | For |
| 5.2 | Elect Huang Ying as Independent Director | Mgmt | For | For | For |
| 6 | Approve Determine Role of Company Directors | Mgmt | For | For | For |

# Shanjin International Gold Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Company's Issuance of Overseas Listed Shares (H Shares) and Listing on the Hong Kong Stock Exchange Limited | Mgmt | For | For | For |
| | APPROVE ISSUANCE OF H SHARES AND LISTING ON HONG KONG STOCK EXCHANGE | Mgmt | | | |
| 8.1 | Approve Listing Location | Mgmt | For | For | For |
| 8.2 | Approve Issue Type and Par Value | Mgmt | For | For | For |
| 8.3 | Approve Issuance and Listing Time | Mgmt | For | For | For |
| 8.4 | Approve Issue Manner | Mgmt | For | For | For |
| 8.5 | Approve Issue Scale | Mgmt | For | For | For |
| 8.6 | Approve Pricing | Mgmt | For | For | For |
| 8.7 | Approve Target Parties | Mgmt | For | For | For |
| 8.8 | Approve Offering Principles | Mgmt | For | For | For |
| 9 | Approve Company's Conversion into a Joint-Stock Limited Company to Raise Shares Overseas and Listing | Mgmt | For | For | For |
| 10 | Approve Authorization of the Board to Handle All Related Matters | Mgmt | For | For | For |
| 11 | Approve Use of Proceeds | Mgmt | For | For | For |
| 12 | Approve Distribution of Profits Accumulated Prior to the Public Offering of H Shares | Mgmt | For | For | For |
| 13 | Approve Appointment of an Auditor for the Issuance of Overseas Listed Shares (H Shares) and Listing on the Hong Kong Stock Exchange | Mgmt | For | For | For |
| | APPROVE FORMULATION OF ARTICLES OF ASSOCIATION AND RELATED RULES OF PROCEDURES APPLICABLE TO H SHARE ISSUANCE AND LISTING | Mgmt | | | |
| 14.1 | Adopt New Articles of Association | Mgmt | For | For | For |
| 14.2 | Approve Formulation of Rules and Procedures Regarding General Meetings of Shareholders | Mgmt | For | For | For |
| 14.3 | Approve Formulation of Rules and Procedures Regarding Meetings of Board of Directors | Mgmt | For | For | For |

## Shanjin International Gold Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | APPROVE FORMULATION OF INTERNAL REGULATIONS APPLICABLE TO H SHARE ISSUANCE AND LISTING | Mgmt | | | |
| 15.1 | Approve Formulation of Working System for Independent Directors | Mgmt | For | For | For |
| 15.2 | Approve Formulation of Management System for Providing External Guarantees | Mgmt | For | For | For |
| 15.3 | Approve Formulation of Related-Party Transaction Management System | Mgmt | For | For | For |
| 15.4 | Approve Formulation of Management System of Raised Funds | Mgmt | For | For | For |
| 16 | Approve Resolution Validity Period | Mgmt | For | For | For |
| 17 | Approve Provision of Guarantee | Mgmt | For | For | For |

## Alibaba Group Holding Limited

**Meeting Date:** 09/25/2025 **Country:** Cayman Islands **Ticker:** 9988

**Record Date:** 08/05/2025 **Meeting Type:** Annual

**Primary Security ID:** G01719114

**Shares Voted:** 105,212

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | For | For |
| 2 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 3.1 | Elect Eddie Yongming Wu as Director | Mgmt | For | For | For |
| 3.2 | Elect Jerry Yang as Director | Mgmt | For | For | For |
| 3.3 | Elect Wan Ling Martello as Director | Mgmt | For | For | For |
| 3.4 | Elect Albert Kong Ping Ng as Director | Mgmt | For | For | For |

## Alibaba Group Holding Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as U.S. and Hong Kong Auditors, Respectively, and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the significant concerns raised by regulatory authorities regarding PwC Zhong Tian's conduct and its suitability to act as auditor of the company.* | | | | |

## Jinko Solar Co., Ltd.

**Meeting Date:** 09/25/2025 **Country:** China **Ticker:** 688223
**Record Date:** 09/19/2025 **Meeting Type:** Special
**Primary Security ID:** Y4S532106

**Shares Voted:** 81,097

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Transfer of Equity | Mgmt | For | For | For |

## Suncorp Group Limited

**Meeting Date:** 09/25/2025 **Country:** Australia **Ticker:** SUN
**Record Date:** 09/23/2025 **Meeting Type:** Annual
**Primary Security ID:** Q88040334

**Shares Voted:** 510,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Remuneration Report | Mgmt | For | For | For |
| 2 | Approve Grant of Performance Rights to Steve Johnston | Mgmt | For | For | For |
| 3a | Elect David Whiteing as Director | Mgmt | For | For | For |
| 3b | Elect Ian Hammond as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Hammond and Sally Herman is warranted for lack of diversity on the board.* | | | | |
| 3c | Elect Sally Herman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Hammond and Sally Herman is warranted for lack of diversity on the board.* | | | | |

## TravelSky Technology Limited

**Meeting Date:** 09/25/2025 **Country:** China **Ticker:** 696

**Record Date:** 09/19/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y8972V101

**Shares Voted:** 105,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Working Rules of the Board of Directors | Mgmt | For | For | For |
| 2 | Amend Articles of Association and Approve Abolishment of the Supervisory Committee | Mgmt | For | For | For |

## Lasertec Corp.

**Meeting Date:** 09/26/2025 **Country:** Japan **Ticker:** 6920

**Record Date:** 06/30/2025 **Meeting Type:** Annual

**Primary Security ID:** J38702106

**Shares Voted:** 400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 214 | Mgmt | For | For | For |
| 2.1 | Elect Director Okabayashi, Osamu | Mgmt | For | For | For |
| 2.2 | Elect Director Kusunose, Haruhiko | Mgmt | For | For | For |
| 2.3 | Elect Director Sendoda, Tetsuya | Mgmt | For | For | For |
| 2.4 | Elect Director Tajima, Atsushi | Mgmt | For | For | For |
| 2.5 | Elect Director Mihara, Koji | Mgmt | For | For | For |
| 2.6 | Elect Director Iwata, Yoshiko | Mgmt | For | For | For |
| 2.7 | Elect Director Ishiguro, Miyuki | Mgmt | For | For | For |
| 2.8 | Elect Director Yuri, Takashi | Mgmt | For | For | For |
| 3 | Approve Annual Bonus | Mgmt | For | For | For |
| 4 | Approve Two Types of Restricted Stock Plans | Mgmt | For | For | For |

## Pan Pacific International Holdings Corp.

**Meeting Date:** 09/26/2025 **Country:** Japan **Ticker:** 7532

**Record Date:** 06/30/2025 **Meeting Type:** Annual

**Primary Security ID:** J6352W100

## Pan Pacific International Holdings Corp.

**Shares Voted:** 1,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 26 | Mgmt | For | For | For |
| 2.1 | Elect Director Moriya, Hideki | Mgmt | For | For | For |
| 2.2 | Elect Director Suzuki, Kosuke | Mgmt | For | For | For |
| 2.3 | Elect Director Sakakibara, Ken | Mgmt | For | For | For |
| 2.4 | Elect Director Ishii, Yuji | Mgmt | For | For | For |
| 2.5 | Elect Director Nakashima, Satoshi | Mgmt | For | For | For |
| 2.6 | Elect Director Ninomiya, Hitomi | Mgmt | For | For | For |
| 2.7 | Elect Director Kubo, Isao | Mgmt | For | For | For |
| 2.8 | Elect Director Yasuda, Takao | Mgmt | For | For | For |
| 2.9 | Elect Director Yasuda, Yusaku | Mgmt | For | For | For |
| 2.10 | Elect Director Yoshida, Naoki | Mgmt | For | For | For |
| 3 | Elect Director and Audit Committee Member Nishitani, Jumpei | Mgmt | For | For | For |

## Budimex SA

**Meeting Date:** 09/30/2025 **Country:** Poland **Ticker:** BDX

**Record Date:** 09/14/2025 **Meeting Type:** Special

**Primary Security ID:** X0788V103

**Shares Voted:** 1,647

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chairman | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Elect Members of Vote Counting Commission | Mgmt | For | For | For |
| 5 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 6 | Receive Recommendation of the Audit Committee on the Selection of Auditor for Sustainability Reporting | Mgmt | | | |
| 7.1 | Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting | Mgmt | For | For | For |

## Budimex SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.2 | Amend Statute; Approve Consolidated Text of Statute | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed amendment will adversely impact shareholders' rights.* | | | | |
| 8 | Close Meeting | Mgmt | | | |

## Elastic N.V.

**Meeting Date:** 09/30/2025 **Country:** Netherlands **Ticker:** ESTC

**Record Date:** 09/02/2025 **Meeting Type:** Annual

**Primary Security ID:** N14506104

**Shares Voted:** 394

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Ashutosh Kulkarni | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of a Governance Committee chair on the ballot, votes AGAINST incumbent director nominees Ashutosh Kulkarni and Steven Schuurman are warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Steven Schuurman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of a Governance Committee chair on the ballot, votes AGAINST incumbent director nominees Ashutosh Kulkarni and Steven Schuurman are warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Appoint PricewaterhouseCoopers Accountants N.V. as External Auditor | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 5 | Approve Discharge of Executive Directors | Mgmt | For | For | For |
| 6 | Approve Discharge of Non-Executive Directors | Mgmt | For | For | For |
| 7 | Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital | Mgmt | For | For | For |
| 8 | Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights | Mgmt | For | For | For |
| 9 | Authorize Repurchase of Shares | Mgmt | For | For | For |

## Elastic N.V.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## General Mills, Inc.

**Meeting Date:** 09/30/2025 **Country:** USA **Ticker:** GIS

**Record Date:** 08/04/2025 **Meeting Type:** Annual

**Primary Security ID:** 370334104

**Shares Voted:** 6,541

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Benno O. Dorer | Mgmt | For | For | For |
| 1b | Elect Director Jeffrey L. Harmening | Mgmt | For | For | For |
| 1c | Elect Director Maria G. Henry | Mgmt | For | For | For |
| 1d | Elect Director Jo Ann Jenkins | Mgmt | For | For | For |
| 1e | Elect Director Elizabeth C. Lempres | Mgmt | For | For | For |
| 1f | Elect Director John G. Morikis | Mgmt | For | For | For |
| 1g | Elect Director Diane L. Neal | Mgmt | For | For | For |
| 1h | Elect Director Steve Odland | Mgmt | For | For | For |
| 1i | Elect Director Maria A. Sastre | Mgmt | For | For | For |
| 1j | Elect Director Eric D. Sprunk | Mgmt | For | For | For |
| 1k | Elect Director Jorge A. Uribe | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Disclose Regenerative Agriculture Practices Within Supply Chain | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as increased disclosure about the company's reduction of pesticide use would allow investors to better understand how the company is managing related risks.* | | | | |
| 5 | Adopt Mandatory Policy Separating the Roles of CEO and Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

# NICE Ltd. (Israel)

**Meeting Date:** 09/30/2025 **Country:** Israel **Ticker:** NICE
**Record Date:** 08/28/2025 **Meeting Type:** Annual
**Primary Security ID:** M7494X101

**Shares Voted:** 0

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.A | Reelect David Kostman as Director | Mgmt | For | For | |
| 1.B | Reelect Rimon Ben-Shaoul as Director | Mgmt | For | For | |
| 1.C | Reelect Leo Apotheker as Director | Mgmt | For | For | |
| 1.D | Reelect Joseph (Joe) Cowan as Director | Mgmt | For | For | |
| 1.E | Elect Caroline Tsay as Director | Mgmt | For | For | |
| 2.A | Reelect Dan Falk as External Director | Mgmt | For | For | |
| 2.B | Reelect Yocheved Dvir as External Director | Mgmt | For | For | |
| 3 | Amend Articles of Association | Mgmt | For | For | |
| 4 | Approve Employee Stock Purchase Plan | Mgmt | For | For | |
| 5 | Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | |
| 6 | Discuss Financial Statements and the Report of the Board | Mgmt | | | |
| A | Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager | Mgmt | None | Refer | |
| | *Voting Policy Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.* | | | | |
| | Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney | Mgmt | | | |

## NICE Ltd. (Israel)

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| B1 | If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |
| B2 | If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |
| B3 | If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |

## Sparebank 1 Sor-Norge ASA

**Meeting Date:** 09/30/2025 **Country:** Norway **Ticker:** SB1NO

**Record Date:** 09/23/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** R8170W115

**Shares Voted:** 2,871

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 3 | Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Authorize Share Repurchase Program | Mgmt | For | For | For |

# Sungrow Power Supply Co., Ltd.

**Meeting Date:** 09/30/2025 **Country:** China **Ticker:** 300274

**Record Date:** 09/23/2025 **Meeting Type:** Special

**Primary Security ID:** Y8211M102

**Shares Voted:** 18,620

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Use of Excess Raised Funds to Replenish Working Capital | Mgmt | For | For | For |
| 2 | Approve Interim Profit Distribution | Mgmt | For | For | For |
| 3 | Approve Issuance of H Class Shares and Listing in Hong Kong Stock Exchange | Mgmt | For | For | For |
| | APPROVE ISSUANCE OF H CLASS SHARES AND LISTING IN HONG KONG STOCK EXCHANGE | Mgmt | | | |
| 4.1 | Approve Listing Exchange | Mgmt | For | For | For |
| 4.2 | Approve Issue Type and Par Value | Mgmt | For | For | For |
| 4.3 | Approve Issue Time | Mgmt | For | For | For |
| 4.4 | Approve Issue Manner | Mgmt | For | For | For |
| 4.5 | Approve Issue Size | Mgmt | For | For | For |
| 4.6 | Approve Pricing Basis | Mgmt | For | For | For |
| 4.7 | Approve Target Subscribers | Mgmt | For | For | For |
| 4.8 | Approve Sale Principle | Mgmt | For | For | For |
| 5 | Approve Conversion of Company into an Overseas Raised Company | Mgmt | For | For | For |
| 6 | Approve Plan for Use of Raised Funds from the Issuance of H Shares | Mgmt | For | For | For |
| 7 | Approve Resolution Validity Period | Mgmt | For | For | For |
| 8 | Approve Authorization of Board to Handle All Related Matters | Mgmt | For | For | For |
| 9 | Approve Distribution Arrangement of Cumulative Earnings | Mgmt | For | For | For |
| 10 | Approve Purchase of Liability Insurance for Directors, Senior Management Members and Prospectus Liability Insurance | Mgmt | For | For | For |
| 11 | Approve to Appoint Auditor for H Share Listing | Mgmt | For | For | For |
| 12 | Elect Wei Lai as Independent Director | Mgmt | For | For | For |

## Sungrow Power Supply Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Approve Determining the Roles of Company Directors | Mgmt | For | For | For |
| | APPROVE AMENDMENT, FORMULATION OF ARTICLES OF ASSOCIATION AND GOVERNANCE SYSTEMS APPLICABLE AFTER H SHARE LISTING | Mgmt | | | |
| 14.1 | Approve Amendments to Articles of Association (Draft) | Mgmt | For | For | For |
| 14.2 | Amend Rules and Procedures Regarding General Meetings of Shareholders (Draft) | Mgmt | For | For | For |
| 14.3 | Amend Rules and Procedures Regarding Meetings of Board of Directors (Draft) | Mgmt | For | For | For |
| 14.4 | Amend Information Disclosure Management System (Draft) | Mgmt | For | For | For |
| 14.5 | Amend Related-party Transaction Management System (Draft) | Mgmt | For | For | For |
| 14.6 | Amend Working System for Independent Directors (Draft) | Mgmt | For | For | For |

## TeraWulf Inc.

**Meeting Date:** 09/30/2025 **Country:** USA **Ticker:** WULF
**Record Date:** 08/25/2025 **Meeting Type:** Special
**Primary Security ID:** 88080T104

**Shares Voted:** 1,423

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Increase Authorized Common Stock | Mgmt | For | For | For |

## RPM International Inc.

**Meeting Date:** 10/02/2025 **Country:** USA **Ticker:** RPM
**Record Date:** 08/08/2025 **Meeting Type:** Annual
**Primary Security ID:** 749685103

**Shares Voted:** 6,445

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Julie A. Beck | Mgmt | For | For | For |

## RPM International Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Bruce A. Carbonari | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Jenniffer D. Deckard | Mgmt | For | For | For |
| 1.4 | Elect Director Salvatore D. Fazzolari | Mgmt | For | For | For |
| 1.5 | Elect Director Christopher L. Mapes | Mgmt | For | For | For |
| 1.6 | Elect Director Craig S. Morford | Mgmt | For | For | For |
| 1.7 | Elect Director Ellen M. Pawlikowski | Mgmt | For | For | For |
| 1.8 | Elect Director Frank C. Sullivan | Mgmt | For | For | For |
| 1.9 | Elect Director Elizabeth F. Whited | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.95 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

## C3.ai, Inc.

**Meeting Date:** 10/03/2025 **Country:** USA **Ticker:** AI
**Record Date:** 08/04/2025 **Meeting Type:** Annual
**Primary Security ID:** 12468P104

**Shares Voted:** 608

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director John Hyten | Mgmt | For | For | For |
| 1.2 | Elect Director Richard C. Levin | Mgmt | For | For | For |
| 1.3 | Elect Director Bruce Sewell | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member D. Bruce Sewell given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board, the supermajority vote requirement to enact certain changes to the governing documents, and the multi-class capital structure with disparate voting rights, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## C3.ai, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The CEO's compensation continued to be elevated, primarily due to an outsized annual equity grant. Further, the annual bonus program was entirely discretionary, and annual equity awards for non-CEO NEOs lacked any performance criteria. Additionally, the company has not disclosed any short- and long-term E&S performance incentives, and the company has not adopted sufficient risk mitigators, such as a clawback policy, CEO stock ownership guidelines, and stock holding period requirements.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Carpenter Technology Corporation

**Meeting Date:** 10/07/2025 **Country:** USA **Ticker:** CRS
**Record Date:** 08/08/2025 **Meeting Type:** Annual
**Primary Security ID:** 144285103

**Shares Voted:** 450

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Viola L. Acoff | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Stephen M. Ward, Jr. | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Howard H. Yu | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Paychex, Inc.

**Meeting Date:** 10/09/2025 **Country:** USA **Ticker:** PAYX
**Record Date:** 08/11/2025 **Meeting Type:** Annual
**Primary Security ID:** 704326107

**Shares Voted:** 4,150

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Martin Mucci | Mgmt | For | For | For |
| 1b | Elect Director Thomas F. Bonadio | Mgmt | For | For | For |

## Paychex, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Joseph G. Doody | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director John B. Gibson | Mgmt | For | For | For |
| 1e | Elect Director Pamela A. Joseph | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Theresa M. Payton | Mgmt | For | For | For |
| 1g | Elect Director Kevin A. Price | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Joseph M. Tucci | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Joseph M. Velli | Mgmt | For | For | For |
| 1j | Elect Director Kara Wilson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Singapore Exchange Limited

**Meeting Date:** 10/09/2025 **Country:** Singapore **Ticker:** S68

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** Y79946102

**Shares Voted:** 19,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Adopt Financial Statements and Directors' and Auditors' Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3a | Elect Julie Gao as Director | Mgmt | For | For | For |
| 3b | Elect Lim Chin Hu as Director | Mgmt | For | For | For |
| 3c | Elect Loh Boon Chye as Director | Mgmt | For | For | For |
| 4 | Approve Directors' Fees to be Paid to the Chairman | Mgmt | For | For | For |

## Singapore Exchange Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Directors' Fees to be Paid to All Directors (Other than the Chief Executive Officer) | Mgmt | For | For | For |
| 6 | Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 7 | Elect Soh Shin Yann Susan as Director | Mgmt | For | For | For |
| 8 | Approve Issuance of Shares Pursuant to the Singapore Exchange Limited Scrip Dividend Scheme | Mgmt | For | For | For |
| 9 | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | Mgmt | For | For | For |
| 10 | Authorize Share Repurchase Program | Mgmt | For | For | For |

## Shanghai Baosight Software Co., Ltd.

**Meeting Date:** 10/10/2025 **Country:** China **Ticker:** 600845

**Record Date:** 09/23/2025 **Meeting Type:** Special

**Primary Security ID:** Y7691Z112

**Shares Voted:** 20,208

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| 1 | Approve Appointment of Financial Auditor and Internal Control Auditor | Mgmt | For | For | For |
| 2 | Amend Articles of Association | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because * the proposed articles amendments are not considered to have adequately provided for accountability and transparency to shareholders; * the proposed amendments, once approved, would grant the chair greater authority in making transaction decisions without adequate checks and balances from the board and independent directors; and * the company has failed to provide a compelling rationale for such changes.* | | | | |
| 3 | Approve Determination of the Number of Directors for the Board of Directors | Mgmt | For | For | For |
| | ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 4.1 | Elect Tian Guobing as Director | Mgmt | For | For | For |
| 4.2 | Elect Wang Jianhu as Director | Mgmt | For | For | For |
| 4.3 | Elect Wang Chengran as Director | Mgmt | For | For | For |
| 4.4 | Elect Jiang Licheng as Director | Mgmt | For | For | For |

## Shanghai Baosight Software Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.5 | Elect Xie Li as Director | Mgmt | For | For | For |
| | ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 5.1 | Elect Bai Yunxia as Director | Mgmt | For | For | For |
| 5.2 | Elect Cheng Lin as Director | Mgmt | For | For | For |
| 5.3 | Elect Zhang Weidong as Director | Mgmt | For | For | For |
| 5.4 | Elect Yu Weixia as Director | Mgmt | For | For | For |
| 5.5 | Elect Sun Zhixiang as Director | Mgmt | For | For | For |
| 6 | Approve Allowance of Independent Directors | Mgmt | For | For | For |
| 7 | Approve Shareholder Return Plan | Mgmt | For | For | For |

## Credo Technology Group Holding Ltd

**Meeting Date:** 10/13/2025 **Country:** Cayman Islands **Ticker:** CRDO

**Record Date:** 08/21/2025 **Meeting Type:** Annual

**Primary Security ID:** G25457105

**Shares Voted:** 627

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director William (Bill) J. Brennan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Yat Tung (Job) Lam | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Chi Fung (Lawrence) Cheng | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Prologis Property Mexico SA de CV

**Meeting Date:** 10/13/2025 **Country:** Mexico **Ticker:** FIBRAPL14
**Record Date:** 10/03/2025 **Meeting Type:** Ordinary Shareholders
**Primary Security ID:** P4559M101

**Shares Voted:** 139,947

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Holders of REITs - ISIN MXCFFI170008 | Mgmt | | | |
| 1 | Ratify and Extend Resolutions Approved by Annual Ordinary Meeting of Holders Held on April 9, 2024 Re: Acquisition of up to 100 Percent of Real Estate Trust Certificates (CBFIs) of Terrafina | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the company has not disclosed the key terms of the proposed tender offer, preventing international institutional shareholders from making an informed voting decision.* | | | | |
| 2 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this closing formality is warranted in light of the vote recommendation for the previous item on this meeting agenda.* | | | | |

## Telstra Group Limited

**Meeting Date:** 10/14/2025 **Country:** Australia **Ticker:** TLS
**Record Date:** 10/12/2025 **Meeting Type:** Annual
**Primary Security ID:** Q8975N105

**Shares Voted:** 1,865,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3a | Elect Eelco Blok as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Craig Dunn and Eelco Blok for lack of diversity on the board. A vote FOR the remaining director nominee, David Lamont, is warranted at this time.* | | | | |
| 3b | Elect Craig Dunn as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Craig Dunn and Eelco Blok for lack of diversity on the board. A vote FOR the remaining director nominee, David Lamont, is warranted at this time.* | | | | |
| 3c | Elect David Lamont as Director | Mgmt | For | For | For |
| 4a | Approve Grant of FY25 EVP Restricted Shares to Vicki Brady | Mgmt | For | For | For |
| 4b | Approve Grant of FY25 EVP Performance Rights to Vicki Brady | Mgmt | For | For | For |
| 4c | Approve Grant of FY26 LTI Performance Rights to Vicki Brady | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |

# The Procter & Gamble Company

**Meeting Date:** 10/14/2025 **Country:** USA **Ticker:** PG

**Record Date:** 08/15/2025 **Meeting Type:** Annual

**Primary Security ID:** 742718109

**Shares Voted:** 1,555

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director B. Marc Allen | Mgmt | For | For | For |
| 1b | Elect Director Craig Arnold | Mgmt | For | For | For |
| 1c | Elect Director Brett Biggs | Mgmt | For | For | For |
| 1d | Elect Director Sheila Bonini | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Amy L. Chang | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Shailesh Jejurikar | Mgmt | For | For | For |
| 1g | Elect Director Joseph Jimenez | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Christopher Kempczinski | Mgmt | For | For | For |
| 1i | Elect Director Debra L. Lee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Christine M. McCarthy | Mgmt | For | For | For |
| 1k | Elect Director Ashley McEvoy | Mgmt | For | For | For |
| 1l | Elect Director Jon R. Moeller | Mgmt | For | For | For |
| 1m | Elect Director Robert J. Portman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1n | Elect Director Rajesh Subramaniam | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

## The Procter & Gamble Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Report on Efforts to Reduce Plastic Use | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to reduce plastic waste would allow shareholders to better assess the company's management of related risks.* | | | | |

## SERES Group Co., Ltd.

**Meeting Date:** 10/15/2025 **Country:** China **Ticker:** 601127
**Record Date:** 10/09/2025 **Meeting Type:** Special
**Primary Security ID:** Y1586E102

**Shares Voted:** 13,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Amendments to Articles of Association and Rules and Procedures | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed bylaw amendments.* | | | | |
| 2 | Approve Amendments to Articles of Association and Rules and Procedures Applicable After H Share Issuance | Mgmt | For | For | For |
| 3 | Approve to Abolish Supervisory Board and Rules and Procedures Regarding Meetings of Board of Supervisors | Mgmt | For | For | For |
| 4 | Approve to Amend, Abolish Governance System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 5 | Amend Governance Systems Applicable After H Share Issuance | Mgmt | For | For | For |
| 6 | Approve Interim Profit Distribution | Mgmt | For | For | For |

## CACI International Inc.

**Meeting Date:** 10/16/2025 **Country:** USA **Ticker:** CACI
**Record Date:** 08/25/2025 **Meeting Type:** Annual
**Primary Security ID:** 127190304

**Shares Voted:** 878

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Lisa S. Disbrow | Mgmt | For | For | For |

## CACI International Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director Susan M. Gordon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director William L. Jews | Mgmt | For | For | For |
| 1d | Elect Director Ryan D. McCarthy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director John S. Mengucci | Mgmt | For | For | For |
| 1f | Elect Director Scott C. Morrison | Mgmt | For | For | For |
| 1g | Elect Director Philip O. Nolan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Debora A. Plunkett | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Stanton D. Sloane | Mgmt | For | For | For |
| 1j | Elect Director Charles L. Szews | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.94 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

## CommScope Holding Company, Inc.

**Meeting Date:** 10/16/2025 **Country:** USA **Ticker:** COMM

**Record Date:** 09/08/2025 **Meeting Type:** Special

**Primary Security ID:** 20337X109

**Shares Voted:** 1,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Sale of Company Assets | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |

## CommScope Holding Company, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## Medtronic plc

**Meeting Date:** 10/16/2025 **Country:** Ireland **Ticker:** MDT

**Record Date:** 08/22/2025 **Meeting Type:** Annual

**Primary Security ID:** G5960L103

**Shares Voted:** 19,221

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Craig Arnold | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Scott C. Donnelly | Mgmt | For | For | For |
| 1c | Elect Director Lidia L. Fonseca | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director John P. Groetelaars | Mgmt | For | For | For |
| 1e | Elect Director Randall J. Hogan, III | Mgmt | For | For | For |
| 1f | Elect Director William R. Jellison | Mgmt | For | For | For |
| 1g | Elect Director Joon S. Lee | Mgmt | For | For | For |
| 1h | Elect Director Gregory P. Lewis | Mgmt | For | For | For |
| 1i | Elect Director Kevin E. Lofton | Mgmt | For | For | For |
| 1j | Elect Director Geoffrey S. Martha | Mgmt | For | For | For |
| 1k | Elect Director Elizabeth G. Nabel | Mgmt | For | For | For |
| 1l | Elect Director Kendall J. Powell | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Board to fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Renew the Board's Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| 5 | Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law | Mgmt | For | For | For |

## Medtronic plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Authorize Overseas Market Purchases of Ordinary Shares | Mgmt | For | For | For |
| 7 | Amend Articles of Association Re: Article 177 | Mgmt | For | For | For |
| 8 | Approve Reduction in Capital and Creation of Distributable Reserves Under Irish Law | Mgmt | For | For | For |
| 9 | Amend Advance Notice for Shareholder Proposals/Nominations | Mgmt | For | For | For |

## Applied Industrial Technologies, Inc.

**Meeting Date:** 10/21/2025 **Country:** USA **Ticker:** AIT
**Record Date:** 08/25/2025 **Meeting Type:** Annual
**Primary Security ID:** 03820C105

**Shares Voted:** 619

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Mary Dean Hall | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Joe A. Raver | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Richard J. Simoncic | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Meridian Energy Limited

**Meeting Date:** 10/21/2025 **Country:** New Zealand **Ticker:** MEL
**Record Date:** 10/17/2025 **Meeting Type:** Annual
**Primary Security ID:** Q5997E121

**Shares Voted:** 8,237,934

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Julia Hoare as Director | Mgmt | For | For | For |

## Meridian Energy Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Elect Michelle Henderson as Director | Mgmt | For | For | For |
| 3 | Elect Nagaja Sanatkumar as Director | Mgmt | For | For | For |
| 4 | Elect Graham Cockroft as Director | Mgmt | For | For | For |

## Unilever Plc

**Meeting Date:** 10/21/2025 **Country:** United Kingdom **Ticker:** ULVR

**Record Date:** 10/19/2025 **Meeting Type:** Special

**Primary Security ID:** G92087165

**Shares Voted:** 10,915

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Share Consolidation and Sub-Division | Mgmt | For | For | For |
| 2 | Approve Amendments to Resolution 18 of the 2025 Annual General Meeting Re: Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Fletcher Building Limited

**Meeting Date:** 10/22/2025 **Country:** New Zealand **Ticker:** FBU

**Record Date:** 10/20/2025 **Meeting Type:** Annual

**Primary Security ID:** Q3915B105

**Shares Voted:** 9,855,664

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Peter Crowley as Director | Mgmt | For | For | For |
| 2 | Elect Jacqui Coombes as Director | Mgmt | For | For | For |
| 3 | Elect James Miller as Director | Mgmt | For | For | For |
| 4 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |

## Parker-Hannifin Corporation

**Meeting Date:** 10/22/2025 **Country:** USA **Ticker:** PH
**Record Date:** 09/05/2025 **Meeting Type:** Annual
**Primary Security ID:** 701094104

**Shares Voted:** 1,952

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Denise Russell Fleming | Mgmt | For | For | For |
| 1b | Elect Director Lance M. Fritz | Mgmt | For | For | For |
| 1c | Elect Director Linda A. Harty | Mgmt | For | For | For |
| 1d | Elect Director Kevin A. Lobo | Mgmt | For | For | For |
| 1e | Elect Director Jennifer A. Parmentier | Mgmt | For | For | For |
| 1f | Elect Director E. Jean Savage | Mgmt | For | For | For |
| 1g | Elect Director Laura K. Thompson | Mgmt | For | For | For |
| 1h | Elect Director James R. Verrier | Mgmt | For | For | For |
| 1i | Elect Director James L. Wainscott | Mgmt | For | For | For |
| 1j | Elect Director Beth A. Wozniak | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: * The company has not disclosed any short- and long-term E&S performance incentives; * Modified single-trigger provision in change-in-control agreements; and * The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Auckland International Airport Limited

**Meeting Date:** 10/23/2025 **Country:** New Zealand **Ticker:** AIA
**Record Date:** 10/21/2025 **Meeting Type:** Annual
**Primary Security ID:** Q06213146

**Shares Voted:** 6,874,014

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Mark Cairns as Director | Mgmt | For | For | For |
| 2 | Elect Liz Savage as Director | Mgmt | For | For | For |
| 3 | Approve Increase the Total Quantum of Annual Directors' Fee Pool | Mgmt | For | For | For |
| 4 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |

# Seagate Technology Holdings plc

**Meeting Date:** 10/25/2025 **Country:** Ireland **Ticker:** STX
**Record Date:** 08/27/2025 **Meeting Type:** Annual
**Primary Security ID:** G7997R103

**Shares Voted:** 1,109

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mark W. Adams | Mgmt | For | For | For |
| 1b | Elect Director Shankar Arumugavelu | Mgmt | For | For | For |
| 1c | Elect Director Prat S. Bhatt | Mgmt | For | For | For |
| 1d | Elect Director Michael R. Cannon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Richard L. Clemmer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Yolanda L. Conyers | Mgmt | For | For | For |
| 1g | Elect Director Jay L. Geldmacher | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Dylan G. Haggart | Mgmt | For | For | For |
| 1i | Elect Director William D. Mosley | Mgmt | For | For | For |
| 1j | Elect Director Thomas A. Szlosek | Mgmt | For | For | For |
| 1k | Elect Director Stephanie Tilenius | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors and Authorize Their Remuneration | Mgmt | For | For | For |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 6 | Grant Board the Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| 7 | Grant Board the Authority to Opt-Out of Statutory Pre-Emption Rights Under Irish Law | Mgmt | For | For | For |
| 8 | Determine Price Range for Reissuance of Treasury Shares | Mgmt | For | For | For |

# Pernod Ricard SA

**Meeting Date:** 10/27/2025 **Country:** France **Ticker:** RI
**Record Date:** 10/23/2025 **Meeting Type:** Annual/Special
**Primary Security ID:** F72027109

**Shares Voted:** 462

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 4.70 per Share | Mgmt | For | For | For |
| 4 | Reelect Anne Lange as Director | Mgmt | For | For | For |
| 5 | Reelect Paul Ricard as Director | Mgmt | For | For | For |
| 6 | Reelect Veronica Vargas as Director | Mgmt | For | For | For |
| 7 | Elect Albert Baladi as Director | Mgmt | For | For | For |
| 8 | Elect Jean Lemierre as Director | Mgmt | For | For | For |
| 9 | Approve Compensation of Alexandre Ricard, Chairman and CEO | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO | Mgmt | For | For | For |
| 11 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 13 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 14 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 15 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 129 Million | Mgmt | For | For | For |

## Pernod Ricard SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million | Mgmt | For | For | For |
| 18 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19 | Mgmt | For | For | For |
| 19 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million | Mgmt | For | For | For |
| 20 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 21 | Authorize Capitalization of Reserves of Up to EUR 129 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries | Mgmt | For | For | For |
| 24 | Amend Articles 21 and 33 of Bylaws | Mgmt | For | For | For |
| 25 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Cintas Corporation

**Meeting Date:** 10/28/2025 **Country:** USA **Ticker:** CTAS

**Record Date:** 09/02/2025 **Meeting Type:** Annual

**Primary Security ID:** 172908105

**Shares Voted:** 3,609

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Melanie W. Barstad | Mgmt | For | Against | Against |

*Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.*

## Cintas Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director Beverly K. Carmichael | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Karen L. Carnahan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Robert E. Coletti | Mgmt | For | For | For |
| 1e | Elect Director Scott D. Farmer | Mgmt | For | For | For |
| 1f | Elect Director Martin Mucci | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Joseph Scaminace | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Todd M. Schneider | Mgmt | For | For | For |
| 1i | Elect Director Ronald W. Tysoe | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Although a single shareholder, the current executive chairman, would have the unilateral ability to call a special meeting at the proposed threshold, the company bylaws presently provide him with this ability. A lower ownership threshold to call special meetings is generally in the best interests of shareholders and the risk for abuse at the proposed threshold appears low.* | | | | |

## CSL Limited

**Meeting Date:** 10/28/2025 **Country:** Australia **Ticker:** CSL

**Record Date:** 10/26/2025 **Meeting Type:** Annual

**Primary Security ID:** Q3018U109

**Shares Voted:** 43,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2a | Elect Brian Daniels as Director | Mgmt | For | For | For |
| 2b | Elect Cameron Price as Director | Mgmt | For | For | For |

## CSL Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Grant of Performance Share Units to Paul McKenzie | Mgmt | For | For | For |
| 5 | Approve Conditional Board Spill Resolution | Mgmt | Against | Against | Against |

## Synaptics Incorporated

**Meeting Date:** 10/28/2025 **Country:** USA **Ticker:** SYNA

**Record Date:** 09/04/2025 **Meeting Type:** Annual

**Primary Security ID:** 87157D109

**Shares Voted:** 173

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jeffrey D. Buchanan | Mgmt | For | For | For |
| 1b | Elect Director Keith B. Geeslin | Mgmt | For | For | For |
| 1c | Elect Director Patricia Kummrow | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Vivie "YY" Lee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Rahul Patel | Mgmt | For | For | For |
| 1f | Elect Director James L. Whims | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The three-year average burn rate is excessive; and - The plan allows broad discretion to accelerate vesting.* | | | | |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## EBOS Group Limited

**Meeting Date:** 10/29/2025 **Country:** New Zealand **Ticker:** EBO

**Record Date:** 10/27/2025 **Meeting Type:** Annual

**Primary Security ID:** Q33853112

## EBOS Group Limited

**Shares Voted:** 789,655

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Coline McConville as Director | Mgmt | For | For | For |
| 2 | Elect Stuart McLauchlan as Director | Mgmt | For | For | For |
| 3 | Elect Mark Bloom as Director | Mgmt | For | For | For |
| 4 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |

## Bio-Techne Corporation

**Meeting Date:** 10/30/2025 **Country:** USA **Ticker:** TECH

**Record Date:** 09/05/2025 **Meeting Type:** Annual

**Primary Security ID:** 09073M104

**Shares Voted:** 775

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Fix Number of Directors at Nine | Mgmt | For | For | For |
| 2a | Elect Director Robert V. Baumgartner | Mgmt | For | For | For |
| 2b | Elect Director Julie L. Bushman | Mgmt | For | For | For |
| 2c | Elect Director Judith Klimovsky | Mgmt | For | For | For |
| 2d | Elect Director John L. Higgins | Mgmt | For | For | For |
| 2e | Elect Director Kim Kelderman | Mgmt | For | For | For |
| 2f | Elect Director Alpna Seth | Mgmt | For | For | For |
| 2g | Elect Director Rupert Vessey | Mgmt | For | For | For |
| 2h | Elect Director Joseph D. Keegan | Mgmt | For | For | For |
| 2i | Elect Director Amy E. Herr | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although annual and long-term incentives were sufficiently tied to objective performance metrics, and closing cycle performance equity did not pay out, which appears to be in alignment with recent company performance, significant concerns exist with respect to CEO pay magnitude and the disclosure and design of the LTI program. The CEO's pay increased significantly amidst lagging shareholder returns due to a large increase in his total target equity value without a compelling rationale. In addition, previously noted concerns regarding the disclosure and structure of performance equity persist; forward-looking goal disclosure continues to be lacking and relative TSR targets merely median performance.* | | | | |
| 4 | Ratify KPMG, LLP as Auditors | Mgmt | For | For | For |

## Cipher Mining Inc.

**Meeting Date:** 10/30/2025 **Country:** USA **Ticker:** CIFR
**Record Date:** 09/12/2025 **Meeting Type:** Special
**Primary Security ID:** 17253J106

**Shares Voted:** 1,974

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Increase Authorized Common Stock | Mgmt | For | For | For |

## Core Scientific, Inc.

**Meeting Date:** 10/30/2025 **Country:** USA **Ticker:** CORZ
**Record Date:** 09/19/2025 **Meeting Type:** Proxy Contest
**Primary Security ID:** 21874A106

**Shares Voted:** 1,217

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proxy(White Proxy Card) | Mgmt | | | |
| 1 | Approve Merger Agreement | Mgmt | For | Do Not Vote | Do Not Vote |
| | *Voting Policy Rationale: DO NOT VOTE on this card.* | | | | |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Do Not Vote | Do Not Vote |
| | *Voting Policy Rationale: DO NOT VOTE on this card.* | | | | |
| | Dissident Proxy(Gold Proxy Card) | Mgmt | | | |
| 1 | Approve Merger Agreement | Mgmt | For | Against | Against |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Against | Against |

## Freightways Group Limited

**Meeting Date:** 10/30/2025 **Country:** New Zealand **Ticker:** FRW
**Record Date:** 10/28/2025 **Meeting Type:** Annual
**Primary Security ID:** Q3956J108

**Shares Voted:** 912,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect David Gibson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Item 1 A vote AGAINST incumbent nominee David Gibson is warranted for lack of diversity on the board. Item 2 A qualified vote FOR the election of Grant Devonport is warranted. The qualification is to highlight that he is a member of the People & Safety Committee and problematic pay practices are observed.* | | | | |

## Freightways Group Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Elect Grant Devonport as Director | Mgmt | For | For | For |
| 3 | Approve Increase in the Total Quantum of the Annual Directors' Fee Pool | Mgmt | For | For | For |
| 4 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |

## Woolworths Group Limited

**Meeting Date:** 10/30/2025 **Country:** Australia **Ticker:** WOW

**Record Date:** 10/28/2025 **Meeting Type:** Annual

**Primary Security ID:** Q98418108

**Shares Voted:** 300,020

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3a | Elect Jennifer Carr-Smith as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Jennifer Carr-Smith and Kathryn (Kathee) Tesija for lack of diversity on the board. A vote FOR new director nominee, Ken Meyer, is warranted at this time.* | | | | |
| 3b | Elect Kathee Tesija as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Jennifer Carr-Smith and Kathryn (Kathee) Tesija for lack of diversity on the board. A vote FOR new director nominee, Ken Meyer, is warranted at this time.* | | | | |
| 3c | Elect Ken Meyer as Director | Mgmt | For | For | For |
| 4 | Approve Grant of Performance Share Rights to Amanda Bardwell | Mgmt | For | For | For |
| 5a | Approve the Amendments to the Company's Constitution | SH | Against | Against | Against |
| 5b | Approve Farmed Seafood Reporting | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted. Although the company has improved its disclosure in the 2025 Sustainability Report, the company does not appear to provide sufficient information about current risks and impacts of its farmed seafood, including on impacted species.* | | | | |
| 5c | Approve Seafood Sourcing Policy | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted, as the requested seafood sourcing policy would enhance the company's progress toward global best practices. Furthermore, the requested policy would assure stakeholders that the company is managing related risks, such as biodiversity conservation and compliance with international regulations. In addition, the company notes that elements of its Seafood Sourcing Policy align with the Conservation Alliance for Seafood Solutions framework, so the request should not be overly burdensome to the board.* | | | | |
| 5d | Approve Classification of Beef | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Although the company still considers fresh beef a primary deforestation-linked commodity under its no deforestation goal, classifying beef as a high-risk commodity could strengthen the company's sustainability positioning. Additionally, the reclassification would ensure shareholders that the company is still aligned with its emissions reduction targets.* | | | | |

## Woolworths Group Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5e | Approve Update of Pulp, Paper and Timber Policy | SH | Against | Against | Against |

## China International Capital Corporation Limited

**Meeting Date:** 10/31/2025 **Country:** China **Ticker:** 3908

**Record Date:** 10/24/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y1R99Y109

**Shares Voted:** 40,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Cancellation of the Supervisory Committee and Amend Articles of Association | Mgmt | For | For | For |
| 2 | Amend Rules of Procedures of Shareholders' General Meetings and Change the Name Thereof | Mgmt | For | For | For |
| 3 | Amend Rules of Procedures of the Meeting of Board of Directors | Mgmt | For | For | For |
| 4 | Elect Wang Shuguang as Director and Authorize Board to Fix His Remuneration | Mgmt | For | For | For |
| 5 | Approve Interim Profit Distribution Plan | Mgmt | For | For | For |

## KBC Ancora SCA

**Meeting Date:** 10/31/2025 **Country:** Belgium **Ticker:** KBCA

**Record Date:** 10/17/2025 **Meeting Type:** Annual

**Primary Security ID:** B5341G109

**Shares Voted:** 417

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 3 | Allow Questions | Mgmt | | | |
| 4.1 | Adopt Financial Statements | Mgmt | For | For | For |

## KBC Ancora SCA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.2 | Approve Allocation of Income | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |
| 6 | Approve Discharge of Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of the board is warranted because board members Daniel Jacquet, Liesbet Okkerse, Henri Vandermeulen, Stefaan Vanhoutte and Katrien Vansteenkiste are designated shareholder representatives of Cera CV, the beneficiary of the company's unequal voting structure. Since the discharge resolution is currently bundled, it does not allow shareholders to target individuals primarily responsible for, or benefiting from, the unequal vote structure.* | | | | |
| 7 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 8 | Transact Other Business | Mgmt | | | |

## New China Life Insurance Company Ltd.

**Meeting Date:** 10/31/2025 **Country:** China **Ticker:** 1336

**Record Date:** 10/24/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y625A4115

**Shares Voted:** 12,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Interim Profit Distribution Plan | Mgmt | For | For | For |
| 2 | Amend Articles of Association and Approve Abolishment of the Board of Supervisors | Mgmt | For | For | For |
| 3 | Amend Rules of Procedures of General Meeting | Mgmt | For | For | For |
| 4 | Amend Rules of Procedures of the Board of Directors | Mgmt | For | For | For |

## Port of Tauranga Limited

**Meeting Date:** 10/31/2025 **Country:** New Zealand **Ticker:** POT

**Record Date:** 10/29/2025 **Meeting Type:** Annual

**Primary Security ID:** Q7701D134

**Shares Voted:** 2,394,245

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Dean John Bracewell as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Dean Bracewell and John Brodie Stevens is warranted for lack of diversity on the board.* | | | | |

## Port of Tauranga Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Elect John Brodie Stevens as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Dean Bracewell and John Brodie Stevens is warranted for lack of diversity on the board.* | | | | |
| 3 | Approve Increase in Directors' Fees Pool | Mgmt | For | For | For |
| 4 | Approve Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |

## AstraZeneca PLC

**Meeting Date:** 11/03/2025 **Country:** United Kingdom **Ticker:** AZN
**Record Date:** 10/30/2025 **Meeting Type:** Special
**Primary Security ID:** G0593M107

**Shares Voted:** 30,064

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Adopt New Articles of Association | Mgmt | For | For | For |

## Wolters Kluwer NV

**Meeting Date:** 11/03/2025 **Country:** Netherlands **Ticker:** WKL
**Record Date:** 10/06/2025 **Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** N9643A197

**Shares Voted:** 1,904

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Elect Rose Lee to Supervisory Board | Mgmt | For | For | For |
| 2.b. | Elect Hikmet Ersek to Supervisory Board | Mgmt | For | For | For |
| 3. | Close Meeting | Mgmt | | | |

## Lam Research Corporation

**Meeting Date:** 11/04/2025 **Country:** USA **Ticker:** LRCX
**Record Date:** 09/05/2025 **Meeting Type:** Annual
**Primary Security ID:** 512807306

## Lam Research Corporation

**Shares Voted:** 11,296

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Sohail U. Ahmed | Mgmt | For | For | For |
| 1b | Elect Director Timothy M. Archer | Mgmt | For | For | For |
| 1c | Elect Director Eric K. Brandt | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Ita M. Brennan | Mgmt | For | For | For |
| 1e | Elect Director Michael R. Cannon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director John M. Dineen | Mgmt | For | For | For |
| 1g | Elect Director Mark Fields | Mgmt | For | For | For |
| 1h | Elect Director Ho Kyu Kang | Mgmt | For | For | For |
| 1i | Elect Director Bethany J. Mayer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Jyoti K. Mehra | Mgmt | For | For | For |
| 1k | Elect Director Abhijit Y. Talwalkar | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Mgmt | For | For | For |
| 6 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right appears small.* | | | | |

## Zhejiang Chint Electrics Co., Ltd.

**Meeting Date:** 11/04/2025 **Country:** China **Ticker:** 601877

**Record Date:** 10/28/2025 **Meeting Type:** Special

**Primary Security ID:** Y988AY103

## Zhejiang Chint Electrics Co., Ltd.

**Shares Voted:** 16,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Service Agreement | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted since the proposed financial service agreement with the group finance company may expose the company to unnecessary risks.* | | | | |
| 2 | Amend Management System of Raised Funds | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 3 | Amend Management System for Providing External Guarantees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |

## Applied Digital Corporation

**Meeting Date:** 11/05/2025 **Country:** USA **Ticker:** APLD

**Record Date:** 09/08/2025 **Meeting Type:** Annual

**Primary Security ID:** 038169207

**Shares Voted:** 1,347

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Wes Cummins | Mgmt | For | For | For |
| 1b | Elect Director Ella Benson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Chuck Hastings | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Rachel Lee | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Douglas Miller | Mgmt | For | For | For |
| 1f | Elect Director Richard Nottenburg | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify CBIZ CPAS P.C. as Auditors | Mgmt | For | For | For |

## Applied Digital Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. A quantitative pay-for-performance misalignment has been identified for the year in review, and mitigating factors have not been identified. The proxy lacks disclosure of bonus metrics, weightings, goals, or performance assessments. Therefore, annual bonuses appear to be determined by committee discretion. Disclosure of PSU performance metrics is also lacking from the proxy, though the company disclosed such metrics in separate filings. Moreover, the magnitude of the CEO's equity award raises significant concern, and the proxy does not disclose a compelling rationale for the large increase in award value. Furthermore, the company has not disclosed any short- and long-term E&S performance incentives and the company has not adopted sufficient risk mitigators, such as a clawback policy, CEO stock ownership guidelines, and stock holding period requirements.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 6 | Adjourn Meeting | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted given that Item 3 does not merit support.* | | | | |

## Barratt Redrow Plc

**Meeting Date:** 11/05/2025 **Country:** United Kingdom **Ticker:** BTRW

**Record Date:** 11/03/2025 **Meeting Type:** Annual

**Primary Security ID:** G08288105

**Shares Voted:** 26,720

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Caroline Silver as Director | Mgmt | For | For | For |
| 5 | Re-elect David Thomas as Director | Mgmt | For | For | For |
| 6 | Re-elect Mike Scott as Director | Mgmt | For | For | For |
| 7 | Re-elect Nicky Dulieu as Director | Mgmt | For | For | For |
| 8 | Re-elect Katie Bickerstaffe as Director | Mgmt | For | For | For |
| 9 | Re-elect Jasi Halai as Director | Mgmt | For | For | For |
| 10 | Re-elect Geeta Nanda as Director | Mgmt | For | For | For |
| 11 | Re-elect Nigel Webb as Director | Mgmt | For | For | For |
| 12 | Re-elect Chris Weston as Director | Mgmt | For | For | For |

## Barratt Redrow Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 21 | Adopt New Articles of Association | Mgmt | For | For | For |

## Cardinal Health, Inc.

**Meeting Date:** 11/05/2025 **Country:** USA **Ticker:** CAH

**Record Date:** 09/08/2025 **Meeting Type:** Annual

**Primary Security ID:** 14149Y108

**Shares Voted:** 2,870

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Robert W. Azelby | Mgmt | For | For | For |
| 1b | Elect Director Michelle M. Brennan | Mgmt | For | For | For |
| 1c | Elect Director Sheri H. Edison | Mgmt | For | For | For |
| 1d | Elect Director David C. Evans | Mgmt | For | For | For |
| 1e | Elect Director Patricia A. Hemingway Hall | Mgmt | For | For | For |
| 1f | Elect Director Jason M. Hollar | Mgmt | For | For | For |
| 1g | Elect Director Akhil Johri | Mgmt | For | For | For |
| 1h | Elect Director Gregory B. Kenny | Mgmt | For | For | For |
| 1i | Elect Director Nancy Killefer | Mgmt | For | For | For |
| 1j | Elect Director Christine A. Mundkur | Mgmt | For | For | For |

## Cardinal Health, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1k | Elect Director Robert W. Musslewhite | Mgmt | For | For | For |
| 1l | Elect Director Sudhakar Ramakrishna | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Chorus Limited

**Meeting Date:** 11/05/2025 **Country:** New Zealand **Ticker:** CNU

**Record Date:** 11/03/2025 **Meeting Type:** Annual

**Primary Security ID:** Q2R814102

**Shares Voted:** 1,953,515

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Sue Bailey as Director | Mgmt | For | For | For |
| 2 | Elect Will Irving as Director | Mgmt | For | For | For |
| 3 | Elect Mark Cross as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Items 1 and 2 A vote FOR the re-election of Sue Bailey and Will Irving is warranted. Their presence supports the continued composition of an entirely independent board structure and there are no material concerns identified to their nomination in respect of board or committee composition. Item 3 A vote AGAINST the re-election of Mark Cross is warranted. As board chair, Mr Cross is ultimately responsible for corporate governance. In this regard, the AGM will be held on a virtual only basis with no opportunity for shareholders to attend the AGM in person. This is a major corporate governance failure and materially inconsistent with Australia and New Zealand market practice, where the hybrid meeting format is expected.* | | | | |
| 4 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |

## KLA Corporation

**Meeting Date:** 11/05/2025 **Country:** USA **Ticker:** KLAC

**Record Date:** 09/10/2025 **Meeting Type:** Annual

**Primary Security ID:** 482480100

**Shares Voted:** 1,655

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Robert Calderoni | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Jason Conley | Mgmt | For | For | For |

## KLA Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Tracy Embree | Mgmt | For | For | For |
| 1.4 | Elect Director Jeneanne Hanley | Mgmt | For | For | For |
| 1.5 | Elect Director Kevin Kennedy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Michael McMullen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Victor Peng | Mgmt | For | For | For |
| 1.8 | Elect Director Jamie Samath | Mgmt | For | For | For |
| 1.9 | Elect Director Susan Taylor | Mgmt | For | For | For |
| 1.10 | Elect Director Richard P. Wallace | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Sichuan Chuantou Energy Co., Ltd.

**Meeting Date:** 11/05/2025 **Country:** China **Ticker:** 600674
**Record Date:** 10/30/2025 **Meeting Type:** Special
**Primary Security ID:** Y7925C103

**Shares Voted:** 37,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend the Articles of Association and Its Attachments and Abolition of the Supervisory Board | Mgmt | For | For | For |
| 2 | Approve to Change the Investment Direction of Partial Raised Funds | Mgmt | For | For | For |
| 3 | Elect Han Yunwen as Non-independent Director | Mgmt | For | For | For |

## Amcor Plc

**Meeting Date:** 11/06/2025 **Country:** Jersey **Ticker:** AMCR
**Record Date:** 09/08/2025 **Meeting Type:** Annual
**Primary Security ID:** G0250X107

## Amcor Plc

**Shares Voted:** 730,149

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Graeme Liebelt | Mgmt | For | For | For |
| 1b | Elect Director Stephen E. Sterrett | Mgmt | For | For | For |
| 1c | Elect Director Peter Konieczny | Mgmt | For | For | For |
| 1d | Elect Director Achal Agarwal | Mgmt | For | For | For |
| 1e | Elect Director Susan Carter | Mgmt | For | For | For |
| 1f | Elect Director Graham Chipchase | Mgmt | For | For | For |
| 1g | Elect Director Jonathan F. Foster | Mgmt | For | For | For |
| 1h | Elect Director Lucrèce Foufopoulos-De Ridder | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director James T. Glerum, Jr. | Mgmt | For | For | For |
| 1j | Elect Director Nicholas T. Long (Tom) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Jill A. Rahman | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Approve Reverse Stock Split | Mgmt | For | For | For |

## Bank Polska Kasa Opieki SA

**Meeting Date:** 11/06/2025 **Country:** Poland **Ticker:** PEO
**Record Date:** 10/21/2025 **Meeting Type:** Special
**Primary Security ID:** X0R77T117

**Shares Voted:** 3,942

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |

## Bank Polska Kasa Opieki SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Elect Meeting Chairman | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Receive Information on Reorganization of PZU and Pekao Capital Group | Mgmt | | | |
| | Shareholder Proposals Submitted by PZU SA | Mgmt | | | |
| 6.1 | Recall Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the name of a director to be recalled and the name of a nominee to be elected; * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 6.2 | Elect Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the name of a director to be recalled and the name of a nominee to be elected; * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 7 | Approve Collective Suitability of Supervisory Board Members | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the name of a director to be recalled and the name of a nominee to be elected; * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 8 | Approve Decision on Covering Costs of Convocation of EGM | SH | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted following negative vote recommendations for Items 6.1, 6.2, and 7.* | | | | |
| | Management Proposals | Mgmt | | | |
| 9 | Close Meeting | Mgmt | | | |

## Diageo Plc

**Meeting Date:** 11/06/2025 **Country:** United Kingdom **Ticker:** DGE

**Record Date:** 11/04/2025 **Meeting Type:** Annual

**Primary Security ID:** G42089113

**Shares Voted:** 30,432

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect John Rishton as Director | Mgmt | For | For | For |

## Diageo Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Re-elect Melissa Bethell as Director | Mgmt | For | For | For |
| 6 | Re-elect Karen Blackett as Director | Mgmt | For | For | For |
| 7 | Re-elect Julie Brown as Director | Mgmt | For | For | For |
| 8 | Re-elect Valerie Chapoulaud-Floquet as Director | Mgmt | For | For | For |
| 9 | Re-elect Nik Jhangiani as Director | Mgmt | For | For | For |
| 10 | Re-elect Susan Kilsby as Director | Mgmt | For | For | For |
| 11 | Re-elect Sir John Manzoni as Director | Mgmt | For | For | For |
| 12 | Re-elect Ireena Vittal as Director | Mgmt | For | For | For |
| 13 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Adopt Share Value Plan | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Adopt New Articles of Association | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Tesla, Inc.

**Meeting Date:** 11/06/2025 **Country:** USA **Ticker:** TSLA
**Record Date:** 09/15/2025 **Meeting Type:** Annual
**Primary Security ID:** 88160R101

**Shares Voted:** 21,806

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Ira Ehrenpreis | Mgmt | For | Against | Against |

# Tesla, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: A vote AGAINST Nominating and Corporate Governance Committee Chair Ira Ehrenpreis is warranted in light of the board's unilateral adoption of a bylaw that materially restricts shareholders' litigation rights. Moreover, some additional concern is highlighted with respect to Ehrenpreis as governance committee chair, as the board is considered to have been only partially responsive last year's majority-supported declassification shareholder proposal. Shareholders may have appreciated some more clarity on the company's plans or intentions for any declassification moving forward. Furthermore, significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST Ira Ehrenpreis, Joseph (Joe) Gebbia and Kathleen Wilson-Thompson are warranted for the following reasons: - Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Joe Gebbia | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Ira Ehrenpreis, Joseph (Joe) Gebbia and Kathleen Wilson-Thompson are warranted for the following reasons: - Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.* | | | | |
| 1c | Elect Director Kathleen Wilson-Thompson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Ira Ehrenpreis, Joseph (Joe) Gebbia and Kathleen Wilson-Thompson are warranted for the following reasons: - Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although most NEOs received modest compensation in FY24, there are significant concerns regarding compensation to one NEO that consisted of an outsized, entirely time-based equity award. The disclosed rationale is limited regarding the determination of the magnitude of the award and its lack of performance conditions. Moreover, CEO Musk was granted a time-based equity mega-award in FY25, though this award can deliver value to him only to the extent that his prior 2018 mega-award is reduced or forfeited in connection with ongoing litigation. While this award was granted following FY24, the sheer size and design issues are so significant as to warrant opposition to this year's advisory proposal.* | | | | |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan cost is excessive - The three-year average burn rate is excessive - The plan allows broad discretion to accelerate vesting* | | | | |
| 4 | Approve Issuance of Common Stock to Elon Musk Pursuant to CEO Performance Award | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The board strongly desires to retain CEO Musk due to his track record as well as his new strategic plans for the company. The design of the award is intended to provide him with the greater voting influence and control over the company that he desires, although only if he achieves far-reaching performance targets, which, if achieved, would create significant value for shareholders. Additionally, the committee took shareholder feedback into consideration when designing this award and attempted to improve upon the design of the previous 2018 CEO Award. However, with 12 award tranches valued at more than $7 billion each, the $87.8 billion award locks in extraordinarily high pay opportunities over the next ten years, and reduces the board's ability to meaningfully adjust future pay levels in the event of unforeseen events or changes in either the performance or strategic focus of the company over the next decade. The high value of each tranche could also potentially undermine Musk's desire to achieve all goals and create significant value for shareholders. Additionally, certain goals lack precision and some operational goals allow for overlap of measured performance. Further, although one of the main reasons for this award is to retain Musk and keep his time and attention on Tesla instead of his other business ventures, there are no explicit requirements to ensure that this will be the case. Finally, there is the potential for significant dilution for shareholders due to the extreme value and number of shares being granted.* | | | | |

## Tesla, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 6 | Eliminate Supermajority Vote Requirement | Mgmt | None | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as elimination of supermajority vote requirements would improve shareholder rights.* | | | | |
| 7 | Authorize Board to Invest Company Funds in xAI | SH | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Because the proposal is non-binding and lacks specific terms, shareholders do not know what type of investment they may be approving. The management team and board should be afforded the flexibility to make such decisions in consideration of their fiduciary duties and in compliance with the company's policies.* | | | | |
| 8 | Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating sustainability performance measures as a broader component of executive compensation would serve to further incentivize executives to ensure that company performance on sustainability considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to social responsibility, and long-term corporate strategy.* | | | | |
| 9 | Report on the Use of Child Labor in Connection with Electric Vehicles | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to eliminate child labor from its supply chain would allow investors to better understand how the company is managing human rights-related risks in its supply chain.* | | | | |
| 10 | Amend the Bylaws To Repeal 3% Derivative Suit Ownership Threshold | SH | Against | Against | Against |
| 11 | Amend Bylaws | SH | Against | Against | Against |
| 12 | Declassify the Board of Directors | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as a board declassification would improve director accountability to shareholders.* | | | | |
| 13 | Reduce Supermajority Vote Requirement | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as eliminating supermajority vote requirements would improve shareholder rights.* | | | | |
| 14 | Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Asking the board to submit any bylaw changes that would restrict the ability to submit shareholder proposals to a vote is not viewed as unreasonable or overly burdensome.* | | | | |

## Spark New Zealand Ltd.

**Meeting Date:** 11/07/2025 **Country:** New Zealand **Ticker:** SPK

**Record Date:** 11/05/2025 **Meeting Type:** Annual

**Primary Security ID:** Q8619N107

## Spark New Zealand Ltd.

**Shares Voted:** 14,556,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Lindsay Wright as Director | Mgmt | For | For | For |
| 2 | Elect Tarek Robbiati as Director | Mgmt | For | For | For |
| 3 | Elect Vince Hawksworth as Director | Mgmt | For | For | For |
| 4 | Elect Jolie Hodson as Director | Mgmt | For | For | For |
| 5 | Elect Justine Smyth as Director | Mgmt | For | For | For |
| 6 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |

## Yunnan Baiyao Group Co., Ltd.

**Meeting Date:** 11/10/2025 **Country:** China **Ticker:** 000538

**Record Date:** 11/03/2025 **Meeting Type:** Special

**Primary Security ID:** Y9879F108

**Shares Voted:** 8,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Abolition of the Supervisory Board and Amend Articles of Association | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed articles amendments are not considered to have adequately provided for accountability and transparency to shareholders.* | | | | |
| 2 | Amend Rules and Procedures Regarding General Meetings of Shareholders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 3 | Amend Rules and Procedures Regarding Meetings of Board of Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| | ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 4.1 | Elect Zhang Wenxue as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Wenxue Zhang is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4.2 | Elect Dong Ming as Director | Mgmt | For | For | For |
| 4.3 | Elect Guo Xin as Director | Mgmt | For | For | For |

## Yunnan Baiyao Group Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.4 | Elect You Guanghui as Director | Mgmt | For | For | For |
| 4.5 | Elect Xie Yunshan as Director | Mgmt | For | For | For |
| 4.6 | Elect Shangguan Changchuan as Director | Mgmt | For | For | For |
| 4.7 | Elect Li Ke as Director | Mgmt | For | For | For |
| | ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 5.1 | Elect Liu Guoen as Director | Mgmt | For | For | For |
| 5.2 | Elect Na Chaohong as Director | Mgmt | For | For | For |
| 5.3 | Elect Hu Mingxing as Director | Mgmt | For | For | For |
| 5.4 | Elect Cao Yangfeng as Director | Mgmt | For | For | For |

## China Merchants Expressway Network Technology Hlds Co., Ltd.

**Meeting Date:** 11/11/2025 **Country:** China **Ticker:** 001965

**Record Date:** 11/04/2025 **Meeting Type:** Special

**Primary Security ID:** Y1504Y107

**Shares Voted:** 42,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve to Appoint Auditor | Mgmt | For | For | For |
| 2 | Amend Rules and Procedures Regarding General Meetings of Shareholders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 3 | Amend Rules and Procedures Regarding Meetings of Board of Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 4 | Amend Working System for Independent Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 5 | Amend Information Disclosure Affairs Management System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 6 | Amend Raised Funds Management System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |

## China Merchants Expressway Network Technology Hlds Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Amend External Guarantee Management System | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.*

## Automatic Data Processing, Inc.

**Meeting Date:** 11/12/2025 **Country:** USA **Ticker:** ADP

**Record Date:** 09/15/2025 **Meeting Type:** Annual

**Primary Security ID:** 053015103

**Shares Voted:** 5,350

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Peter Bisson | Mgmt | For | For | For |
| 1b | Elect Director Maria Black | Mgmt | For | For | For |
| 1c | Elect Director David V. Goeckeler | Mgmt | For | For | For |
| 1d | Elect Director Linnie M. Haynesworth | Mgmt | For | For | For |
| 1e | Elect Director Francine S. Katsoudas | Mgmt | For | For | For |
| 1f | Elect Director Nazzic S. Keene | Mgmt | For | For | For |
| 1g | Elect Director Karen S. Lynch | Mgmt | For | For | For |
| 1h | Elect Director Thomas J. Lynch | Mgmt | For | For | For |
| 1i | Elect Director Scott F. Powers | Mgmt | For | For | For |
| 1j | Elect Director Carlos A. Rodriguez | Mgmt | For | For | For |
| 1k | Elect Director Robert H. Swan | Mgmt | For | For | For |
| 1l | Elect Director Sandra S. Wijnberg | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Extreme Networks, Inc.

**Meeting Date:** 11/12/2025 **Country:** USA **Ticker:** EXTR

**Record Date:** 09/17/2025 **Meeting Type:** Annual

**Primary Security ID:** 30226D106

## Extreme Networks, Inc.

**Shares Voted:** 800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Ingrid J. Burton | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Charles P. Carinalli | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Kathleen M. Holmgren | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Edward H. Kennedy | Mgmt | For | For | For |
| 1.5 | Elect Director Rajendra ("Raj") Khanna | Mgmt | For | For | For |
| 1.6 | Elect Director Edward B. Meyercord | Mgmt | For | For | For |
| 1.7 | Elect Director John C. Shoemaker | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Jack Henry & Associates, Inc.

**Meeting Date:** 11/12/2025 **Country:** USA **Ticker:** JKHY

**Record Date:** 09/16/2025 **Meeting Type:** Annual

**Primary Security ID:** 426281101

**Shares Voted:** 897

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director David B. Foss | Mgmt | For | For | For |
| 1.2 | Elect Director Matthew C. Flanigan | Mgmt | For | For | For |
| 1.3 | Elect Director Thomas H. Wilson, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Jack Henry & Associates, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Elect Director Thomas A. Wimsett | Mgmt | For | For | For |
| 1.5 | Elect Director Shruti S. Miyashiro | Mgmt | For | For | For |
| 1.6 | Elect Director Wesley A. Brown | Mgmt | For | For | For |
| 1.7 | Elect Director Curtis A. Campbell | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Tammy S. LoCascio | Mgmt | For | For | For |
| 1.9 | Elect Director Lisa M. Nelson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.10 | Elect Director Gregory R. Adelson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.* | | | | |

## Moderna, Inc.

**Meeting Date:** 11/12/2025 **Country:** USA **Ticker:** MRNA
**Record Date:** 09/30/2025 **Meeting Type:** Special
**Primary Security ID:** 60770K107

**Shares Voted:** 1,238

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Stock Option Exchange Program | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

## Viavi Solutions Inc.

**Meeting Date:** 11/12/2025 **Country:** USA **Ticker:** VIAV
**Record Date:** 09/23/2025 **Meeting Type:** Annual
**Primary Security ID:** 925550105

## Viavi Solutions Inc.

**Shares Voted:** 1,163

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Richard E. Belluzzo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Keith Barnes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Laura Black | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Richard John Burns | Mgmt | For | For | For |
| 1.5 | Elect Director Donald Colvin | Mgmt | For | For | For |
| 1.6 | Elect Director Eugenia M. Corrales | Mgmt | For | For | For |
| 1.7 | Elect Director Douglas Gilstrap | Mgmt | For | For | For |
| 1.8 | Elect Director Oleg Khaykin | Mgmt | For | For | For |
| 1.9 | Elect Director Joanne Solomon | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Amend Certificate of Incorporation to Include the Exculpation of Officers | Mgmt | For | For | For |

## Broadridge Financial Solutions, Inc.

**Meeting Date:** 11/13/2025 **Country:** USA **Ticker:** BR

**Record Date:** 09/18/2025 **Meeting Type:** Annual

**Primary Security ID:** 11133T103

**Shares Voted:** 1,819

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Robert N. Duelks | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Broadridge Financial Solutions, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director Melvin L. Flowers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Timothy C. Gokey | Mgmt | For | For | For |
| 1d | Elect Director Brett A. Keller | Mgmt | For | For | For |
| 1e | Elect Director Maura A. Markus | Mgmt | For | For | For |
| 1f | Elect Director Eileen K. Murray | Mgmt | For | For | For |
| 1g | Elect Director Annette L. Nazareth | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Amit K. Zavery | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Coherent Corp.

**Meeting Date:** 11/13/2025 **Country:** USA **Ticker:** COHR
**Record Date:** 09/15/2025 **Meeting Type:** Annual
**Primary Security ID:** 19247G107

**Shares Voted:** 872

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Enrico DiGirolamo | Mgmt | For | For | For |
| 1b | Elect Director David L. Motley | Mgmt | For | For | For |
| 1c | Elect Director Lisa Neal-Graves | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Shaker Sadasivam | Mgmt | For | For | For |
| 1e | Elect Director Michelle Sterling | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## NextDC Ltd.

**Meeting Date:** 11/13/2025 **Country:** Australia **Ticker:** NXT
**Record Date:** 11/11/2025 **Meeting Type:** Annual
**Primary Security ID:** Q6750Y106

**Shares Voted:** 896,997

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted as material inconsistencies with good corporate governance and widely accepted market practice are observed. * The quantitative pay-for-performance analysis indicates a high concern for misalignment of pay, performance and shareholder outcomes, which is attributable to the CEO's materially excessive award under the one-off Growth Incentive Plan (GIP). * The company did not present the CEO's award under the GIP to shareholder vote, which is materially inconsistent with good market practice. * In exacerbating above concerns, the one-off plan is in addition to variable incentive opportunities, which shareholders may consider to be inappropriate given existing remuneration reward structures that are already in place and the substantial quantum. * The board exercised its discretion to vest 50 percent of the four-year tranche of the FY22 LTI award, although the relative TSR hurdle condition was not met. This is materially inconsistent with good market practice. * There is provision for dividends on unvested shares in the LTI and Growth Incentive Plan.* | | | | |
| 2 | Elect Stephen M Smith as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominee Stephen (Steve) Smith is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 3 | Elect Deborah Page as Director | Mgmt | For | For | For |
| 4 | Elect Jamaludin Ibrahim as Director | Mgmt | For | For | For |
| 5 | Approve Grant of Performance Rights and Restricted Rights to Craig Scroggie | Mgmt | For | For | For |

## The Estee Lauder Companies Inc.

**Meeting Date:** 11/13/2025 **Country:** USA **Ticker:** EL
**Record Date:** 09/15/2025 **Meeting Type:** Annual
**Primary Security ID:** 518439104

**Shares Voted:** 1,620

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director William P. Lauder | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: - WITHHOLD votes are warranted for William Lauder and Eric Zinterhofer for serving as non-independent members of key board committees. - WITHHOLD votes are warranted for Governance Committee members William Lauder and Jennifer Tejada for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. - WITHHOLD votes are warranted for William Lauder and Eric Zinterhofer as their ownership of the supervoting shares provides the group of which they are part with voting power control of the company.* | | | | |
| 1b | Elect Director Annabelle Yu Long | Mgmt | For | For | For |
| 1c | Elect Director Dana Strong | Mgmt | For | For | For |

## The Estee Lauder Companies Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Jennifer Tejada | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: - WITHHOLD votes are warranted for Governance Committee members William Lauder and Jennifer Tejada for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.* | | | | |
| 1e | Elect Director Richard F. Zannino | Mgmt | For | For | For |
| 1f | Elect Director Eric L. Zinterhofer | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: - WITHHOLD votes are warranted for William Lauder and Eric Zinterhofer for serving as non-independent members of key board committees. - WITHHOLD votes are warranted for William Lauder and Eric Zinterhofer as their ownership of the supervoting shares provides the group of which they are part with voting power control of the company.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment exists for the year in review and sufficient mitigating factors have not been identified. Annual incentives were primarily based on financial metrics and were earned below target, and closing-cycle performance equity awards were forfeited, which appears in line with recent company performance. Nonetheless, concerns remain regarding certain pay decisions and pay program structure. Most notably, the former CEO's relatively large pay opportunities were maintained, despite his transition from CEO to special advisor in the beginning of 2025. The former CEO will continue to be highly paid through FY26, which is particularly concerning, given the company's short- and long-term underperformance. In addition, although annual incentive goal disclosure improved year-over-year, concerns remain regarding the lack of fulsome business-unit goal disclosure. Lastly, annual equity awards remain primarily time-based, and the proxy disclosed that annual equity awards will transition to entirely time-based for FY26 without compelling rationale.* | | | | |
| 4 | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability to public shareholders.* | | | | |
| 5 | Amend Certificate of Incorporation to Make Certain Miscellaneous Changes to Articles V and VI | Mgmt | For | For | For |

## Fox Corporation

**Meeting Date:** 11/14/2025 **Country:** USA **Ticker:** FOXA

**Record Date:** 09/22/2025 **Meeting Type:** Annual

**Primary Security ID:** 35137L105

**Shares Voted:** 11,775

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Lachlan K. Murdoch | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominating and corporate governance committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.* | | | | |

## Fox Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director Tony Abbott | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director William A. Burck | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent compensation committee members Chase Carey, William Burck, Margaret Johnson, and Paul Ryan is warranted, in light of the substantial pledging activity at the company by the CEO. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Chase Carey | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent compensation committee members Chase Carey, William Burck, Margaret Johnson, and Paul Ryan is warranted, in light of the substantial pledging activity at the company by the CEO.* | | | | |
| 1e | Elect Director Roland A. Hernandez | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Margaret "Peggy" L. Johnson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent compensation committee members Chase Carey, William Burck, Margaret Johnson, and Paul Ryan is warranted, in light of the substantial pledging activity at the company by the CEO.* | | | | |
| 1g | Elect Director Paul D. Ryan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent compensation committee members Chase Carey, William Burck, Margaret Johnson, and Paul Ryan is warranted, in light of the substantial pledging activity at the company by the CEO. A vote AGAINST nominating and corporate governance committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Improve Executive Compensation Program | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The inclusion of the CEO pay ratio as a guiding principle of executive compensation could allow for more informed and contextual assessments by investors as to whether the company's executive compensation practices are reasonable and fair and aligned with shareholders' long-term interests.* | | | | |
| 6 | Adopt Simple Majority Vote | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as it would effectively eliminate the Murdoch family trusts' veto power over bylaw amendments and certain charter amendments, which will benefit unaffiliated shareholders.* | | | | |

## Ningbo Deye Technology Co., Ltd.

**Meeting Date:** 11/14/2025 **Country:** China **Ticker:** 605117

**Record Date:** 11/07/2025 **Meeting Type:** Special

**Primary Security ID:** Y6368K101

## Ningbo Deye Technology Co., Ltd.

**Shares Voted:** 3,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Abolition of the Supervisory Board, Change in Registered Capital and Amendment of Articles of Association | Mgmt | For | For | For |
| 2 | Amend and Add Certain Management Systems | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 3 | Approve Change in Usage of Raised Funds, Newly Added Raised Funds Investment Projects and Implementation Locations | Mgmt | For | For | For |

## Norfolk Southern Corporation

**Meeting Date:** 11/14/2025
**Country:** USA
**Ticker:** NSC
**Record Date:** 10/06/2025
**Meeting Type:** Special
**Primary Security ID:** 655844108

**Shares Voted:** 1,510

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## Novo Nordisk A/S

**Meeting Date:** 11/14/2025
**Country:** Denmark
**Ticker:** NOVO.B
**Record Date:** 11/07/2025
**Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** K72807140

**Shares Voted:** 47,135

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Shareholder Proposals Submitted by Novo Nordisk Foundation and Novo Holdings A/S | Mgmt | | | |

## Novo Nordisk A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Lars Rebien Sorensen (Chair) as New Director | SH | None | Abstain | Abstain |
| | *Voting Policy Rationale: A vote to ABSTAIN on all candidates is also warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.* | | | | |
| 1.2 | Elect Cees de Jong (Vice Chair) as New Director | SH | None | Abstain | Abstain |
| | *Voting Policy Rationale: A vote to ABSTAIN on all candidates is also warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.* | | | | |
| 1.3.1 | Elect Britt Meelby Jensen as New Director | SH | None | Abstain | Abstain |
| | *Voting Policy Rationale: A vote to ABSTAIN on all candidates is also warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.* | | | | |
| 1.3.2 | Elect Mikael Dolsten as New Director | SH | None | Abstain | Abstain |
| | *Voting Policy Rationale: A vote to ABSTAIN on all candidates is also warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.* | | | | |
| 1.3.3 | Elect Stephan Engels as New Director | SH | None | Abstain | Abstain |
| | *Voting Policy Rationale: A vote to ABSTAIN on all candidates is also warranted as the foundation's proposal is not accompanied by compelling background supporting the case to replace the entire board, nor how the proposed candidates are better suited to oversee the company's strategy execution. Additionally, the proposed board overhaul raises several governance concerns. Particular concerns are raised with the non-transparent process and unilateral intervention by the controlling shareholder, resulting in non-independent board leadership.* | | | | |

## Sysco Corporation

**Meeting Date:** 11/14/2025 **Country:** USA **Ticker:** SYY

**Record Date:** 09/17/2025 **Meeting Type:** Annual

**Primary Security ID:** 871829107

**Shares Voted:** 3,685

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Daniel J. Brutto | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Francesca DeBiase | Mgmt | For | For | For |
| 1c | Elect Director Ali Dibadj | Mgmt | For | For | For |

## Sysco Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Larry C. Glasscock | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Jill M. Golder | Mgmt | For | For | For |
| 1f | Elect Director Bradley M. Halverson | Mgmt | For | For | For |
| 1g | Elect Director John M. Hinshaw | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Kevin P. Hourican | Mgmt | For | For | For |
| 1i | Elect Director Roberto Marques | Mgmt | For | For | For |
| 1j | Elect Director Alison Kenney Paul | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Sheila G. Talton | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Adopt Mandatory Policy Separating the Roles of CEO and Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Union Pacific Corporation

**Meeting Date:** 11/14/2025 **Country:** USA **Ticker:** UNP

**Record Date:** 10/06/2025 **Meeting Type:** Special

**Primary Security ID:** 907818108

**Shares Voted:** 1,599

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

# Jinko Solar Co., Ltd.

**Meeting Date:** 11/17/2025 **Country:** China **Ticker:** 688223
**Record Date:** 11/11/2025 **Meeting Type:** Special
**Primary Security ID:** Y4S532106

**Shares Voted:** 81,097

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve the Reconsideration of Related Party Transaction Agreements | Mgmt | For | For | For |
| 2 | Approve to Appoint Auditor | Mgmt | For | For | For |
| | APPROVE TO ABOLISH THE SUPERVISORY BOARD, CHANGE THE REGISTERED CAPITAL AND AMEND THE ARTICLES OF ASSOCIATION AND CERTAIN MANAGEMENT SYSTEMS | Mgmt | | | |
| 3.1 | Approve to Abolish Supervisory Board and Amend Articles of Association | Mgmt | For | For | For |
| 3.2 | Amend Rules and Procedures Regarding General Meetings of Shareholders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 3.3 | Amend Rules and Procedures Regarding Meetings of Board of Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 3.4 | Amend the Independent Director Work System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 3.5 | Amend Related Party Transaction Management Measures | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 3.6 | Amend the Implementation Rules of Cumulative Voting System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 4 | Approve Downward Adjustment of Conversion Price | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the fairness of the proposal is questionable.* | | | | |
| 5 | Approve Futures Hedging Business | SH | For | For | For |

## argenx SE

**Meeting Date:** 11/18/2025 **Country:** Netherlands **Ticker:** ARGX
**Record Date:** 10/21/2025 **Meeting Type:** Special
**Primary Security ID:** N0610Q109

**Shares Voted:** 471

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2. | Approve Remuneration Policy | Mgmt | For | For | For |
| 3. | Other Business (Non-Voting) | Mgmt | | | |
| 4. | Close Meeting | Mgmt | | | |

## Intapp, Inc.

**Meeting Date:** 11/18/2025 **Country:** USA **Ticker:** INTA
**Record Date:** 09/23/2025 **Meeting Type:** Annual
**Primary Security ID:** 45827U109

**Shares Voted:** 212

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Beverly Allen | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Beverly Allen and Marie Wieck given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Nancy Harris | Mgmt | For | For | For |
| 1.3 | Elect Director Marie Wieck | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Beverly Allen and Marie Wieck given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Oracle Corporation

**Meeting Date:** 11/18/2025 **Country:** USA **Ticker:** ORCL
**Record Date:** 09/19/2025 **Meeting Type:** Annual
**Primary Security ID:** 68389X105

## Oracle Corporation

**Shares Voted:** 25,142

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Awo Ablo | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Awo Ablo and Bruce Chizen for the substantial pledging activity at the company and significant concerns regarding risk oversight. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Jeffrey S. Berg | Mgmt | For | For | For |
| 1.3 | Elect Director Michael J. Boskin | Mgmt | For | For | For |
| 1.4 | Elect Director Safra A. Catz | Mgmt | For | For | For |
| 1.5 | Elect Director Bruce R. Chizen | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Awo Ablo and Bruce Chizen for the substantial pledging activity at the company and significant concerns regarding risk oversight. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director George H. Conrades | Mgmt | For | For | For |
| 1.7 | Elect Director Lawrence J. Ellison | Mgmt | For | For | For |
| 1.8 | Elect Director Rona A. Fairhead | Mgmt | For | For | For |
| 1.9 | Elect Director Jeffrey O. Henley | Mgmt | For | For | For |
| 1.10 | Elect Director Clayton M. Magouyrk | Mgmt | For | For | For |
| 1.11 | Elect Director Charles W. Moorman | Mgmt | For | For | For |
| 1.12 | Elect Director Naomi O. Seligman | Mgmt | For | For | For |
| 1.13 | Elect Director Michael D. Sicilia | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Certain perennial concerns are noted, including the poor disclosure of STI targets and how they related to payouts as well as a lack of long-term performance criteria for non-CEO NEOs, though these concerns are partially mitigated by the lack of an annual bonus payout after negative discretion was exercised by the compensation committee. Of major concern, however, are substantial promotional awards granted to the co-CEOs after fiscal year end, which is a highly unusual practice. The value of these awards, as disclosed by the company, is significant, and a large majority of the grants lack pre-set performance criteria.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Sandisk Corporation

**Meeting Date:** 11/18/2025 **Country:** USA **Ticker:** SNDK

**Record Date:** 09/22/2025 **Meeting Type:** Annual

**Primary Security ID:** 80004C200

## Sandisk Corporation

**Shares Voted:** 776

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Richard B. Cassidy, II | Mgmt | For | For | For |
| 1b | Elect Director Thomas Caulfield | Mgmt | For | For | For |
| 1c | Elect Director David V. Goeckeler | Mgmt | For | For | For |
| 1d | Elect Director Devinder Kumar | Mgmt | For | For | For |
| 1e | Elect Director Necip Sayiner | Mgmt | For | For | For |
| 1f | Elect Director Ellyn J. Shook | Mgmt | For | For | For |
| 1g | Elect Director Miyuki Suzuki | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Verint Systems Inc.

**Meeting Date:** 11/18/2025 **Country:** USA **Ticker:** VRNT
**Record Date:** 10/14/2025 **Meeting Type:** Special
**Primary Security ID:** 92343X100

**Shares Voted:** 211

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## Lumentum Holdings Inc.

**Meeting Date:** 11/19/2025 **Country:** USA **Ticker:** LITE
**Record Date:** 09/25/2025 **Meeting Type:** Annual
**Primary Security ID:** 55024U109

## Lumentum Holdings Inc.

**Shares Voted:** 330

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Penelope A. Herscher | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Pamela F. Fletcher | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Isaac H. Harris | Mgmt | For | For | For |
| 1d | Elect Director Michael E. Hurlston | Mgmt | For | For | For |
| 1e | Elect Director Julia S. Johnson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Brian J. Lillie | Mgmt | For | For | For |
| 1g | Elect Director Paul R. Lundstrom | Mgmt | For | For | For |
| 1h | Elect Director Ian S. Small | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Promotora y Operadora de Infraestructura SAB de CV

**Meeting Date:** 11/19/2025 **Country:** Mexico **Ticker:** PINFRA

**Record Date:** 11/10/2025 **Meeting Type:** Ordinary Shareholders

**Primary Security ID:** P7925L103

**Shares Voted:** 22,764

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Cash Dividends | Mgmt | For | For | For |
| 2 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## ResMed Inc.

**Meeting Date:** 11/19/2025 **Country:** USA **Ticker:** RMD
**Record Date:** 09/23/2025 **Meeting Type:** Annual
**Primary Security ID:** 761152107

**Shares Voted:** 1,393

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Carol Burt | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Christopher DelOrefice | Mgmt | For | For | For |
| 1c | Elect Director Jan De Witte | Mgmt | For | For | For |
| 1d | Elect Director Karen Drexler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Michael "Mick" Farrell | Mgmt | For | For | For |
| 1f | Elect Director Peter Farrell | Mgmt | For | For | For |
| 1g | Elect Director Harjit Gill | Mgmt | For | For | For |
| 1h | Elect Director John Hernandez | Mgmt | For | For | For |
| 1i | Elect Director Nicole Mowad-Nassar | Mgmt | For | For | For |
| 1j | Elect Director Desney Tan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Ronald "Ron" Taylor | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Smiths Group Plc

**Meeting Date:** 11/19/2025 **Country:** United Kingdom **Ticker:** SMIN
**Record Date:** 11/17/2025 **Meeting Type:** Annual
**Primary Security ID:** G82401111

# Smiths Group Plc

**Shares Voted:** 1,492

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Elect Julian Fagge as Director | Mgmt | For | For | For |
| 5 | Elect Simon Pryce as Director | Mgmt | For | For | For |
| 6 | Re-elect Roland Carter as Director | Mgmt | For | For | For |
| 7 | Re-elect Pam Cheng as Director | Mgmt | For | For | For |
| 8 | Re-elect Alister Cowan as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Steven (Steve) Williams, Dame Ann Dowling, Alister Cowan and Richard Howes is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Dame Ann Dowling as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Steven (Steve) Williams, Dame Ann Dowling, Alister Cowan and Richard Howes is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Richard Howes as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Steven (Steve) Williams, Dame Ann Dowling, Alister Cowan and Richard Howes is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect Steve Williams as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Steven (Steve) Williams, Dame Ann Dowling, Alister Cowan and Richard Howes is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise the Audit & Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Smiths Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## The Clorox Company

**Meeting Date:** 11/19/2025 **Country:** USA **Ticker:** CLX

**Record Date:** 09/22/2025 **Meeting Type:** Annual

**Primary Security ID:** 189054109

**Shares Voted:** 2,916

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Gina Boswell | Mgmt | For | For | For |
| 1.2 | Elect Director Stephen B. Bratspies | Mgmt | For | For | For |
| 1.3 | Elect Director Pierre R. Breber | Mgmt | For | For | For |
| 1.4 | Elect Director Julia Denman | Mgmt | For | For | For |
| 1.5 | Elect Director Esther Lee | Mgmt | For | For | For |
| 1.6 | Elect Director A.D. David Mackay | Mgmt | For | For | For |
| 1.7 | Elect Director Stephanie Plaines | Mgmt | For | For | For |
| 1.8 | Elect Director Linda Rendle | Mgmt | For | For | For |
| 1.9 | Elect Director Matthew J. Shattock | Mgmt | For | For | For |
| 1.10 | Elect Director Russell J. Weiner | Mgmt | For | For | For |
| 1.11 | Elect Director Christopher J. Williams | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Mowi ASA

**Meeting Date:** 11/20/2025 **Country:** Norway **Ticker:** MOWI

**Record Date:** 11/13/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** R4S04H101

## Mowi ASA

**Shares Voted:** 58,450

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.a | Elect Chair of Meeting | Mgmt | For | For | For |
| 1.b | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 2 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 3 | Elect Aino Olaisen as New Director; Elect Leif Teksum as New Deputy Chair | Mgmt | For | For | For |

## The a2 Milk Company Limited

**Meeting Date:** 11/20/2025 **Country:** New Zealand **Ticker:** ATM

**Record Date:** 11/18/2025 **Meeting Type:** Annual

**Primary Security ID:** Q2774Q104

**Shares Voted:** 4,106,520

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |
| 2a | Elect Pip Greenwood as Director | Mgmt | For | For | For |
| 2b | Elect Sandra Yu as Director | Mgmt | For | For | For |
| 2c | Elect Lain Jager as Director | Mgmt | For | For | For |
| 2d | Elect Grant Dempsey as Director | Mgmt | For | For | For |
| 3 | Approve Increase in Maximum Aggregate Annual Remuneration Payable to Non-Executive Directors | Mgmt | None | For | For |
| | *Voting Policy Rationale: A qualified vote FOR this resolution to increase the NED fee pool is warranted. * The NED fee pool has not been increased since 2018. * There is insufficient headroom available under the current fee cap to accommodate the proposed increases in director fees for FY26. * Upon approval, the company will have sufficient headroom to appoint an additional director in the future. Qualified support is on the basis that the average NED fee and chair fee paid in FY25 is already higher than the average NED fee and chair fee of market cap peers. Concern is also noted that the proposed fee pool entitles overseas based directors to receive an annual travel allowance in addition to their directors' fees, which is not aligned with better market practice. Shareholders may question any requirement for payment of fees which related to the time spent by a director to travel to a destination to perform their directors' duties.* | | | | |
| 4 | Approve Grant of Performance Rights to David Bortolussi | Mgmt | For | For | For |

## Western Digital Corporation

**Meeting Date:** 11/20/2025 **Country:** USA **Ticker:** WDC
**Record Date:** 09/22/2025 **Meeting Type:** Annual
**Primary Security ID:** 958102105

**Shares Voted:** 1,823

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Kimberly E. Alexy | Mgmt | For | For | For |
| 1b | Elect Director Martin I. Cole | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Tunç Doluca | Mgmt | For | For | For |
| 1d | Elect Director Bruce E. Kiddoo | Mgmt | For | For | For |
| 1e | Elect Director Matthew E. Massengill | Mgmt | For | For | For |
| 1f | Elect Director Roxanne Oulman | Mgmt | For | For | For |
| 1g | Elect Director Stephanie A. Streeter | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Irving Tan | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Avnet, Inc.

**Meeting Date:** 11/21/2025 **Country:** USA **Ticker:** AVT
**Record Date:** 09/22/2025 **Meeting Type:** Annual
**Primary Security ID:** 053807103

**Shares Voted:** 446

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Rodney C. Adkins | Mgmt | For | For | For |
| 1b | Elect Director Brenda L. Freeman | Mgmt | For | For | For |
| 1c | Elect Director Philip R. Gallagher | Mgmt | For | For | For |
| 1d | Elect Director Helmut Gassel | Mgmt | For | For | For |

## Avnet, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Virginia L. Henkels | Mgmt | For | For | For |
| 1f | Elect Director Jo Ann Jenkins | Mgmt | For | For | For |
| 1g | Elect Director Oleg Khaykin | Mgmt | For | For | For |
| 1h | Elect Director Ernest E. Maddock | Mgmt | For | For | For |
| 1i | Elect Director Avid Modjtabai | Mgmt | For | For | For |
| 1j | Elect Director Adalio T. Sanchez | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## SKY Network Television Limited

**Meeting Date:** 11/21/2025 **Country:** New Zealand **Ticker:** SKT

**Record Date:** 11/19/2025 **Meeting Type:** Annual

**Primary Security ID:** Q8514Q155

**Shares Voted:** 2,000,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |
| 2 | Elect Philip Bowman as Director | Mgmt | For | For | For |
| 3 | Elect Dame Joan Withers as Director | Mgmt | For | Against | For |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Mark Buckman and Dame Joan Withers is warranted for lack of diversity on the board.* | | | | |
| 4 | Elect Mark Buckman as Director | Mgmt | For | Against | For |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Mark Buckman and Dame Joan Withers is warranted for lack of diversity on the board.* | | | | |
| 5 | Approve NZ Rugby Rights Transaction | Mgmt | For | For | For |

## Jiangsu Yanghe Distillery Co., Ltd.

**Meeting Date:** 11/26/2025 **Country:** China **Ticker:** 002304

**Record Date:** 11/20/2025 **Meeting Type:** Special

**Primary Security ID:** Y444AE101

## Jiangsu Yanghe Distillery Co., Ltd.

**Shares Voted:** 3,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AMEND ARTICLES OF ASSOCIATION AND ITS ANNEXES | Mgmt | | | |
| 1.1 | Approve Amendments to Articles of Association | Mgmt | For | For | For |
| 1.2 | Amend Rules and Procedures Regarding General Meetings of Shareholders | Mgmt | For | For | For |
| 1.3 | Amend Rules and Procedures Regarding Meetings of Board of Directors | Mgmt | For | For | For |
| | APPROVE FORMULATE AND AMEND GOVERNANCE SYSTEMS | Mgmt | | | |
| 2.1 | Amend Working System for Independent Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 2.2 | Amend Related-Party Transaction Management System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 2.3 | Amend Management Methods of Raised Funds | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 2.4 | Amend Management Team Member Compensation and Performance Appraisal Management Measures | Mgmt | For | For | For |
| 2.5 | Approve Formulation of Accounting Firm Selection System | Mgmt | For | For | For |

## Anker Innovations Technology Co., Ltd.

**Meeting Date:** 11/27/2025 **Country:** China **Ticker:** 300866

**Record Date:** 11/20/2025 **Meeting Type:** Special

**Primary Security ID:** Y01425100

**Shares Voted:** 5,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Articles of Association | Mgmt | For | For | For |

# Anker Innovations Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve the Company's Issuance of H Shares and Listing on the Hong Kong Stock Exchange | Mgmt | For | For | For |
| | APPROVE COMPANY'S PLAN FOR ISSUANCE OF H SHARES AND LISTING ON THE HONG KONG STOCK EXCHANGE | Mgmt | | | |
| 3.1 | Approve Listing Location | Mgmt | For | For | For |
| 3.2 | Approve Share Type and Par Value | Mgmt | For | For | For |
| 3.3 | Approve Issuance and Listing Time | Mgmt | For | For | For |
| 3.4 | Approve Issuance Method | Mgmt | For | For | For |
| 3.5 | Approve Issuance Size | Mgmt | For | For | For |
| 3.6 | Approve Pricing Method | Mgmt | For | For | For |
| 3.7 | Approve Target Subscribers | Mgmt | For | For | For |
| 3.8 | Approve Offering Principles | Mgmt | For | For | For |
| 4 | Approve Conversion to an Overseas Fundraising Company | Mgmt | For | For | For |
| 5 | Approve Resolution Validity Period | Mgmt | For | For | For |
| 6 | Approve Authorization of the Board to Handle All Related Matters | Mgmt | For | For | For |
| 7 | Approve Usage Plan of Raised Funds | Mgmt | For | For | For |
| 8 | Approve Distribution Arrangement of Cumulative Earnings | Mgmt | For | For | For |
| | AMEND THE ARTICLES OF ASSOCIATION (DRAFT) AND ITS ANNEXES, EFFECTIVE FOLLOWING THE H-SHARE ISSUANCE AND LISTING | Mgmt | | | |
| 9.1 | Approve Amendments to Articles of Association (Draft) | Mgmt | For | For | For |
| 9.2 | Amend Rules and Procedures Regarding General Meetings of Shareholders (Draft) | Mgmt | For | For | For |
| 9.3 | Amend Rules and Procedures Regarding Meetings of Board of Directors (Draft) | Mgmt | For | For | For |
| | APPROVE TO FORMULATE AND AMEND THE INTERNAL GOVERNANCE SYSTEM APPLICABLE AFTER THE COMPANY'S H-SHARE ISSUANCE AND LISTING | Mgmt | | | |

## Anker Innovations Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10.1 | Amend Working System for Independent Directors (Draft) | Mgmt | For | For | For |
| 10.2 | Amend Related Party Transaction Management Measures (Draft) | Mgmt | For | For | For |
| 10.3 | Amend External Investment Management Measures (Draft) | Mgmt | For | For | For |
| 10.4 | Approve to Formulate the Dividend Policy (Draft) | Mgmt | For | For | For |
| 11 | Approve the Determination of the Roles of Company Directors | Mgmt | For | For | For |
| 12 | Approve to Appoint Auditor | Mgmt | For | For | For |

## China Three Gorges Renewables (Group) Co., Ltd.

**Meeting Date:** 11/27/2025 **Country:** China **Ticker:** 600905
**Record Date:** 11/18/2025 **Meeting Type:** Special
**Primary Security ID:** Y1521K106

**Shares Voted:** 152,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve to Appoint Auditor | Mgmt | For | For | For |

## Fast Retailing Co., Ltd.

**Meeting Date:** 11/27/2025 **Country:** Japan **Ticker:** 9983
**Record Date:** 08/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J1346E100

**Shares Voted:** 2,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Articles to Amend Provisions on Number of Directors | Mgmt | For | For | For |
| 2.1 | Elect Director Yanai, Tadashi | Mgmt | For | For | For |
| 2.2 | Elect Director Shintaku, Masaaki | Mgmt | For | For | For |
| 2.3 | Elect Director Ono, Naotake | Mgmt | For | For | For |
| 2.4 | Elect Director Kathy Mitsuko Koll | Mgmt | For | For | For |
| 2.5 | Elect Director Kurumado, Joji | Mgmt | For | For | For |

## Fast Retailing Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.6 | Elect Director Kyoya, Yutaka | Mgmt | For | For | For |
| 2.7 | Elect Director Kunibe, Takeshi | Mgmt | For | For | For |
| 2.8 | Elect Director Okazaki, Takeshi | Mgmt | For | For | For |
| 2.9 | Elect Director Yanai, Kazumi | Mgmt | For | For | For |
| 2.10 | Elect Director Yanai, Koji | Mgmt | For | For | For |
| 2.11 | Elect Director Tsukagoshi, Daisuke | Mgmt | For | For | For |
| 3 | Approve Compensation Ceiling for Directors and Two Types of Deep Discount Stock Option Plans | Mgmt | For | For | For |
| 4 | Approve Compensation Ceiling for Statutory Auditors | Mgmt | For | For | For |

## Kweichow Moutai Co., Ltd.

**Meeting Date:** 11/28/2025 **Country:** China **Ticker:** 600519
**Record Date:** 11/19/2025 **Meeting Type:** Special
**Primary Security ID:** Y5070V116

**Shares Voted:** 900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chen Hua as Non-independent Director | Mgmt | For | For | For |
| 2 | Approve Interim Profit Distribution | Mgmt | For | For | For |
| | APPROVE REPURCHASE OF THE COMPANY'S SHARES BY AUCTION TRADING | Mgmt | | | |
| 3.1 | Approve Purpose of the Share Repurchase | Mgmt | For | For | For |
| 3.2 | Approve Type of Share Repurchase | Mgmt | For | For | For |
| 3.3 | Approve Manner of Share Repurchase | Mgmt | For | For | For |
| 3.4 | Approve Implementation Period of Share Repurchase | Mgmt | For | For | For |
| 3.5 | Approve Usage, Number, Proportion to the Total Share Capital and Total Capital of the Share Repurchase | Mgmt | For | For | For |
| 3.6 | Approve Price of the Share Repurchase | Mgmt | For | For | For |
| 3.7 | Approve Source of Funding for Share Repurchase | Mgmt | For | For | For |

## Kweichow Moutai Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.8 | Approve Arrangements for the Legal Cancellation of Shares After Repurchase | Mgmt | For | For | For |
| 3.9 | Approve Authorization of the Board to Handle Matters Related to the Share Repurchase | Mgmt | For | For | For |
| 4 | Approve Amendments to Articles of Association and Its Annexes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed articles and bylaw amendments are not considered to have adequately provided for accountability and transparency to shareholders.* | | | | |
| 5 | Amend Related Party Transaction Decision-Making System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 6 | Approve Abolition of the Supervisory Board | Mgmt | For | For | For |

## Atlassian Corporation

**Meeting Date:** 12/02/2025 **Country:** USA **Ticker:** TEAM

**Record Date:** 10/08/2025 **Meeting Type:** Annual

**Primary Security ID:** 049468101

**Shares Voted:** 1,612

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Scott Belsky | Mgmt | For | For | For |
| 1b | Elect Director Shona L. Brown | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Governance Committee members Shona Brown and Richard (Rich) Wong is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Michael Cannon-Brookes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST director nominees Michael (Mike) Cannon-Brookes and Scott Farquhar is warranted as their ownership of the supervoting shares provides them with voting power control of the company.* | | | | |
| 1d | Elect Director Karen Dykstra | Mgmt | For | For | For |
| 1e | Elect Director Scott Farquhar | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST director nominees Michael (Mike) Cannon-Brookes and Scott Farquhar is warranted as their ownership of the supervoting shares provides them with voting power control of the company.* | | | | |
| 1f | Elect Director Sasan Goodarzi | Mgmt | For | For | For |
| 1g | Elect Director Christian Smith | Mgmt | For | For | For |
| 1h | Elect Director Steven Sordello | Mgmt | For | For | For |

## Atlassian Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1i | Elect Director Jason Warner | Mgmt | For | For | For |
| 1j | Elect Director Richard P. Wong | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Governance Committee members Shona Brown and Richard (Rich) Wong is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director Michelle Zatlyn | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The equity program is estimated to be excessively dilutive (overriding factor); - The plan contains an evergreen feature (overriding factor); - The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.* | | | | |
| 5 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the number of shares reserved would result in excessive voting power dilution.* | | | | |

## Ambu A/S

**Meeting Date:** 12/03/2025 **Country:** Denmark **Ticker:** AMBU.B

**Record Date:** 11/26/2025 **Meeting Type:** Annual

**Primary Security ID:** K03293147

**Shares Voted:** 1,296

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Management's Report | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to the insufficient overall disclosure for the 2024/2025 STIP and insufficient performance period for the granted PSUs.* | | | | |
| 4 | Approve Allocation of Income and Dividends of DKK 0.41 Per Share | Mgmt | For | For | For |

## Ambu A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Vice Chair and DKK 400,000 for Other Directors; Approve Compensation for Committee Work | Mgmt | For | For | For |
| 6 | Reelect Jorgen Jensen (Chair) as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote for incumbent nomination committee members Jorgen Jensen, Michael del Prado and Shacey Petrovic is warranted for lack of diversity on the board. An ABSTAIN vote for Simon Hesse Hoffmann is warranted due to him being the primary beneficiary of unequal voting rights. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7 | Reelect Shacey Petrovic (Vice-Chair) as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote for incumbent nomination committee members Jorgen Jensen, Michael del Prado and Shacey Petrovic is warranted for lack of diversity on the board. An ABSTAIN vote for Simon Hesse Hoffmann is warranted due to him being the primary beneficiary of unequal voting rights. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8.a) | Reelect David Hale as Director | Mgmt | For | For | For |
| 8.b) | Reelect Simon Hesse Hoffmann as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote for incumbent nomination committee members Jorgen Jensen, Michael del Prado and Shacey Petrovic is warranted for lack of diversity on the board. An ABSTAIN vote for Simon Hesse Hoffmann is warranted due to him being the primary beneficiary of unequal voting rights. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8.c) | Reelect Susanne Larsson as Director | Mgmt | For | For | For |
| 8.d) | Reelect Michael del Prado as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote for incumbent nomination committee members Jorgen Jensen, Michael del Prado and Shacey Petrovic is warranted for lack of diversity on the board. An ABSTAIN vote for Simon Hesse Hoffmann is warranted due to him being the primary beneficiary of unequal voting rights. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 10.1 | Amend Articles Re: General Meeting | Mgmt | For | For | For |
| 11 | Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities | Mgmt | For | For | For |

## Ferguson Enterprises Inc.

**Meeting Date:** 12/03/2025 **Country:** USA **Ticker:** FERG
**Record Date:** 10/08/2025 **Meeting Type:** Annual
**Primary Security ID:** 31488V107

**Shares Voted:** 1,515

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Rekha Agrawal | Mgmt | For | Against | Against |

## Ferguson Enterprises Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Kelly Baker | Mgmt | For | For | For |
| 1c | Elect Director Rick Beckwitt | Mgmt | For | For | For |
| 1d | Elect Director Bill Brundage | Mgmt | For | For | For |
| 1e | Elect Director Geoff Drabble | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Cathy Halligan | Mgmt | For | For | For |
| 1g | Elect Director Brian May | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director James S. Metcalf | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Kevin Murphy | Mgmt | For | For | For |
| 1j | Elect Director Alan Murray | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director Suzanne Wood | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Gamuda Berhad

**Meeting Date:** 12/04/2025 **Country:** Malaysia **Ticker:** 5398
**Record Date:** 11/26/2025 **Meeting Type:** Annual
**Primary Security ID:** Y2679X106

**Shares Voted:** 206,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Directors' Fees | Mgmt | For | For | For |
| 2 | Approve Directors' Remuneration (Excluding Directors' Fees) | Mgmt | For | For | For |
| 3 | Elect Lin Yun Ling as Director | Mgmt | For | For | For |
| 4 | Elect Chan Wai Yen as Director | Mgmt | For | For | For |

## Gamuda Berhad

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 6 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | For | For |
| 7 | Approve Share Repurchase Program | Mgmt | For | For | For |
| 8 | Approve Issuance of New Ordinary Shares Pursuant to the Dividend Reinvestment Plan | Mgmt | For | For | For |

## Sydbank A/S

**Meeting Date:** 12/04/2025 **Country:** Denmark **Ticker:** SYDB

**Record Date:** 11/27/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** K9419V113

**Shares Voted:** 732

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Proposal on Merger of Sydbank, Arbejdernes Landsbank and Vestjysk Bank | Mgmt | | | |
| 2 | Receive Proposal on Articles Amendment | Mgmt | | | |
| 3 | Receive Proposal on DKK 21.7 Million Reduction in Share Capital via Share Cancellation | Mgmt | | | |
| 3a | Approve Merger of Sydbank, Arbejdernes Landsbank and Vestjysk Bank, Amend Articles, Approve DKK 21.7 Million Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |
| 4 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 5 | Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities | Mgmt | For | For | For |

## Associated British Foods Plc

**Meeting Date:** 12/05/2025 **Country:** United Kingdom **Ticker:** ABF

**Record Date:** 12/03/2025 **Meeting Type:** Annual

**Primary Security ID:** G05600138

# Associated British Foods Plc

**Shares Voted:** 1,071

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Michael McLintock as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael McLintock, Dame Heather Rabbatts, Graham Allan, Kumsal Bayazit Besson, Annie Murphy, and Loraine Woodhouse is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 6 | Re-elect George Weston as Director | Mgmt | For | For | For |
| 7 | Re-elect Eoin Tonge as Director | Mgmt | For | For | For |
| 8 | Re-elect Emma Adamo as Director | Mgmt | For | For | For |
| 9 | Re-elect Graham Allan as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael McLintock, Dame Heather Rabbatts, Graham Allan, Kumsal Bayazit Besson, Annie Murphy, and Loraine Woodhouse is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Kumsal Bayazit as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael McLintock, Dame Heather Rabbatts, Graham Allan, Kumsal Bayazit Besson, Annie Murphy, and Loraine Woodhouse is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 11 | Re-elect Annie Murphy as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael McLintock, Dame Heather Rabbatts, Graham Allan, Kumsal Bayazit Besson, Annie Murphy, and Loraine Woodhouse is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12 | Re-elect Dame Heather Rabbatts as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael McLintock, Dame Heather Rabbatts, Graham Allan, Kumsal Bayazit Besson, Annie Murphy, and Loraine Woodhouse is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 13 | Re-elect Loraine Woodhouse as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael McLintock, Dame Heather Rabbatts, Graham Allan, Kumsal Bayazit Besson, Annie Murphy, and Loraine Woodhouse is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 14 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |

## Associated British Foods Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Approve Restricted Share Plan | Mgmt | For | For | For |
| 18 | Approve Long Term Incentive Plan | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## BYD Company Limited

**Meeting Date:** 12/05/2025 **Country:** China **Ticker:** 1211

**Record Date:** 12/01/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y1023R104

**Shares Voted:** 75,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Amend Articles of Association | Mgmt | For | For | For |
| 2 | Amend Rules of Procedure for Shareholders' General Meetings | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed amendments to the Internal Rules and Regulations of the company is warranted given that the company has not specified details and the provisions covered under the proposed amendments.* | | | | |
| 3 | Amend Rules of Procedures of Meetings of the Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed amendments to the Internal Rules and Regulations of the company is warranted given that the company has not specified details and the provisions covered under the proposed amendments.* | | | | |
| 4 | Amend Management System for the Funds Raised | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed amendments to the Internal Rules and Regulations of the company is warranted given that the company has not specified details and the provisions covered under the proposed amendments.* | | | | |
| 5 | Amend Compliance Manual in Relation to Connected Transaction | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed amendments to the Internal Rules and Regulations of the company is warranted given that the company has not specified details and the provisions covered under the proposed amendments.* | | | | |

## BYD Company Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Amend Rules for the Selection and Appointment of Accounting Firm of the Company | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed amendments to the Internal Rules and Regulations of the company is warranted given that the company has not specified details and the provisions covered under the proposed amendments.* | | | | |
| 7 | Amend Policy of External Guarantee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed amendments to the Internal Rules and Regulations of the company is warranted given that the company has not specified details and the provisions covered under the proposed amendments.* | | | | |

## BYD Company Limited

**Meeting Date:** 12/05/2025 **Country:** China **Ticker:** 1211

**Record Date:** 11/26/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y1023R104

**Shares Voted:** 41,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| 1 | Amend Articles of Association | Mgmt | For | For | For |
| | AMEND GOVERNANCE SYSTEMS | Mgmt | | | |
| 2.1 | Amend Rules of Procedure for Shareholders' General Meetings | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed amendments to the Internal Rules and Regulations of the company is warranted given that the company has not specified details and the provisions covered under the proposed amendments.* | | | | |
| 2.2 | Amend Rules of Procedures of Meetings of the Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed amendments to the Internal Rules and Regulations of the company is warranted given that the company has not specified details and the provisions covered under the proposed amendments.* | | | | |
| 2.3 | Amend Management System for the Funds Raised | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed amendments to the Internal Rules and Regulations of the company is warranted given that the company has not specified details and the provisions covered under the proposed amendments.* | | | | |
| 2.4 | Amend Compliance Manual in Relation to Connected Transaction | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed amendments to the Internal Rules and Regulations of the company is warranted given that the company has not specified details and the provisions covered under the proposed amendments.* | | | | |
| 2.5 | Amend Rules for the Selection and Appointment of Accounting Firm of the Company | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed amendments to the Internal Rules and Regulations of the company is warranted given that the company has not specified details and the provisions covered under the proposed amendments.* | | | | |

## BYD Company Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.6 | Amend Policy of External Guarantee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed amendments to the Internal Rules and Regulations of the company is warranted given that the company has not specified details and the provisions covered under the proposed amendments.* | | | | |

## Copart, Inc.

**Meeting Date:** 12/05/2025 **Country:** USA **Ticker:** CPRT

**Record Date:** 10/10/2025 **Meeting Type:** Annual

**Primary Security ID:** 217204106

**Shares Voted:** 6,613

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Willis J. Johnson | Mgmt | For | For | For |
| 1.2 | Elect Director A. Jayson Adair | Mgmt | For | For | For |
| 1.3 | Elect Director Matt Blunt | Mgmt | For | For | For |
| 1.4 | Elect Director Steven D. Cohan | Mgmt | For | For | For |
| 1.5 | Elect Director Daniel J. Englander | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director James E. Meeks | Mgmt | For | For | For |
| 1.7 | Elect Director Thomas N. Tryforos | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Diane M. Morefield | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Stephen Fisher | Mgmt | For | For | For |
| 1.10 | Elect Director Cherylyn Harley LeBon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.11 | Elect Director Carl D. Sparks | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.12 | Elect Director Jeffrey Liaw | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

# Microsoft Corporation

**Meeting Date:** 12/05/2025 **Country:** USA **Ticker:** MSFT
**Record Date:** 09/30/2025 **Meeting Type:** Annual
**Primary Security ID:** 594918104

**Shares Voted:** 66,576

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Reid G. Hoffman | Mgmt | For | For | For |
| 1b | Elect Director Hugh F. Johnston | Mgmt | For | For | For |
| 1c | Elect Director Teri L. List | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Catherine MacGregor | Mgmt | For | For | For |
| 1e | Elect Director Mark A. L. Mason | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Satya Nadella | Mgmt | For | For | For |
| 1g | Elect Director Sandra E. Peterson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Penny S. Pritzker | Mgmt | For | For | For |
| 1i | Elect Director John David Rainey | Mgmt | For | For | For |
| 1j | Elect Director Charles W. Scharf | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director John W. Stanton | Mgmt | For | For | For |
| 1l | Elect Director Emma N. Walmsley | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Report on Risks of Microsoft's ESP being Utilized for Censorship of Legitimate Speech | SH | Against | Against | Against |
| 6 | Report on Risks of Censorship in Generative Artificial Intelligence | SH | Against | Against | Against |

## Microsoft Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Report on AI Data Usage Oversight | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted because the company faces emerging operational, financial, and public welfare risks from the unethical or improper use of external data in developing and training its artificial intelligence systems, including potential copyright infringement, privacy violations, and regulatory exposure. In this regard, disclosure of the governance measures and mitigation steps undertaken to minimize such risks would strengthen accountability and align with best practices in corporate responsibility and risk management.* | | | | |
| 8 | Report on Risks of Operating in Countries with Significant Human Rights Concerns | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is assessing the implications of siting data centers in countries of significant human rights concern.* | | | | |
| 9 | Human Rights Risk Assessment | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted. The recent controversy related to the misuse of the company s Azure technology which Microsoft identified only after external reporting and public scrutiny raises questions about the effectiveness of its HRDD processes and exposes the company to legal, reputational, operational and financial risks. The company and its shareholders would benefit from a report assessing the effectiveness of Microsoft s human rights due diligence processes in preventing, identifying, and addressing customer misuse of its artificial intelligence and cloud products or services.* | | | | |
| 10 | Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted. Though the company has set goals and made progress regarding its own emissions, shareholders would benefit from transparency regarding how the company is assessing and managing risks related to the usage of its advanced artificial intelligence and machine learning tools in other industries like oil and gas development, as these risks could carry further implications for the company in the long term.* | | | | |

## ServiceNow, Inc.

**Meeting Date:** 12/05/2025 **Country:** USA **Ticker:** NOW
**Record Date:** 11/10/2025 **Meeting Type:** Special
**Primary Security ID:** 81762P102

**Shares Voted:** 5,163

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Stock Split | Mgmt | For | For | For |

## Viatris Inc.

**Meeting Date:** 12/05/2025 **Country:** USA **Ticker:** VTRS
**Record Date:** 10/10/2025 **Meeting Type:** Annual
**Primary Security ID:** 92556V106

## Viatris Inc.

**Shares Voted:** 4,834

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director W. Don Cornwell | Mgmt | For | For | For |
| 1b | Elect Director Frank D'Amelio | Mgmt | For | For | For |
| 1c | Elect Director JoEllen Lyons Dillon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Elisha Finney | Mgmt | For | For | For |
| 1e | Elect Director Leo Groothuis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Melina Higgins | Mgmt | For | For | For |
| 1g | Elect Director James M. Kilts | Mgmt | For | For | For |
| 1h | Elect Director Richard Mark | Mgmt | For | For | For |
| 1i | Elect Director Mark Parrish | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Michael Severino | Mgmt | For | For | For |
| 1k | Elect Director David Simmons | Mgmt | For | For | For |
| 1l | Elect Director Scott A. Smith | Mgmt | For | For | For |
| 1m | Elect Director Rogério Vivaldi Coelho | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## NAPCO Security Technologies, Inc.

**Meeting Date:** 12/08/2025 **Country:** USA **Ticker:** NSSC

**Record Date:** 10/17/2025 **Meeting Type:** Annual

**Primary Security ID:** 630402105

**Shares Voted:** 319

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Richard L. Soloway | Mgmt | For | For | For |
| 1b | Elect Director Kevin S. Buchel | Mgmt | For | For | For |

## NAPCO Security Technologies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director David A. Paterson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Zhejiang Leapmotor Technology Co., Ltd.

**Meeting Date:** 12/08/2025 **Country:** China **Ticker:** 9863

**Record Date:** 12/02/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y989TP100

**Shares Voted:** 64,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | RESOLUTIONS IN RELATION TO THE CHANGE OF DIRECTOR | Mgmt | | | |
| 1.1 | Approve Removal of Douglas Ostermann as Director | SH | For | For | For |
| 1.2 | Elect Davide Mele as Director | SH | For | For | For |
| 2 | Approve Increase of the Overall Credit Line Applied for by the Company and its Branches/Subsidiaries from Banks | Mgmt | For | For | For |
| 3 | Approve 2025 Share Option Scheme | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted given the directors eligible to receive options under the Scheme are involved in its administration.* | | | | |
| 4 | Approve Increase of the Guarantee Limit for Wholly-Owned and Holding Subsidiaries | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted as the company has failed to disclose pertinent details regarding the proposals. Given the lack of information, it cannot be evaluated whether the company's provision of guarantees to its holding subsidiaries is proportionate to its ownership and the risks and benefits of the proposed provision of guarantees cannot be assessed.* | | | | |
| 5 | Amend Articles of Association | Mgmt | For | For | For |

## Anglo American Plc

**Meeting Date:** 12/09/2025 **Country:** United Kingdom **Ticker:** AAL

**Record Date:** 12/05/2025 **Meeting Type:** Special

**Primary Security ID:** G03764142

## Anglo American Plc

**Shares Voted:** 4,644

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Authorise Issue of Equity in Connection with the Merger | Mgmt | For | For | For |
| 2 | Amend Long-Term Incentive Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the LTIP amendment is considered warranted because: It is also noted that the merger is not dependent on the passing of this resolution.* | | | | |
| 3 | Approve Change of Company Name to Anglo Teck plc | Mgmt | For | For | For |

## Open Text Corporation

**Meeting Date:** 12/09/2025 **Country:** Canada **Ticker:** OTEX

**Record Date:** 10/28/2025 **Meeting Type:** Annual

**Primary Security ID:** 683715106

**Shares Voted:** 6,061

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director P. Thomas Jenkins | Mgmt | For | For | For |
| 1.2 | Elect Director Randy Fowlie | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members David Fraser, Randy Fowlie, and Deborah (Debbie) Weinstein for lack of diversity on the board. Vote FOR the remaining director nominees.* | | | | |
| 1.3 | Elect Director David Fraser | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members David Fraser, Randy Fowlie, and Deborah (Debbie) Weinstein for lack of diversity on the board. Vote FOR the remaining director nominees.* | | | | |
| 1.4 | Elect Director John Hastings | Mgmt | For | For | For |
| 1.5 | Elect Director Robert Hau | Mgmt | For | For | For |
| 1.6 | Elect Director Goldy Hyder | Mgmt | For | For | For |
| 1.7 | Elect Director Kristen Ludgate | Mgmt | For | For | For |
| 1.8 | Elect Director Fletcher Previn | Mgmt | For | For | For |
| 1.9 | Elect Director Annette Rippert | Mgmt | For | For | For |
| 1.10 | Elect Director George Schindler | Mgmt | For | For | For |
| 1.11 | Elect Director Margaret Stuart | Mgmt | For | For | For |
| 1.12 | Elect Director Deborah Weinstein | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members David Fraser, Randy Fowlie, and Deborah (Debbie) Weinstein for lack of diversity on the board. Vote FOR the remaining director nominees.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Open Text Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Re-approve Shareholder Rights Plan | Mgmt | For | For | For |
| 4 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Palo Alto Networks, Inc.

**Meeting Date:** 12/09/2025 **Country:** USA **Ticker:** PANW

**Record Date:** 10/15/2025 **Meeting Type:** Annual

**Primary Security ID:** 697435105

**Shares Voted:** 6,753

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director John M. Donovan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director James J. Goetz | Mgmt | For | For | For |
| 1c | Elect Director Helle Thorning-Schmidt | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following a second consecutive low say-on-pay vote, the compensation committee disclosed feedback and made positive pay program changes in response to concerns. However, an unmitigated pay-for-performance misalignment exists for the year in review. The CEO's target compensation remains high and is nearly double the total pay of the CEO's peers, with his annual LTI grant value again being increased for FY25. In addition, the maximum vesting opportunity in the LTI program remains outsized. The combination of these two factors can lead to significantly outsized pay outcomes for the CEO. The increase in perquisite tax gross-ups is also a growing concern.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Adjust Executive Compensation Metrics for Share Buybacks | SH | Against | Against | Against |
| 6 | Declassify the Board of Directors | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.* | | | | |

## Spotify Technology SA

**Meeting Date:** 12/10/2025 **Country:** Luxembourg **Ticker:** SPOT

**Record Date:** 10/23/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** L8681T102

## Spotify Technology SA

**Shares Voted:** 850

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Meeting Agenda | Mgmt | | | |
| 1.a. | Elect Alex Norstrom as Director | Mgmt | For | For | For |
| 1.b. | Elect Gustav Soderstrom as Director | Mgmt | For | For | For |

## Volution Group Plc

**Meeting Date:** 12/10/2025 **Country:** United Kingdom **Ticker:** FAN

**Record Date:** 12/08/2025 **Meeting Type:** Annual

**Primary Security ID:** G93824103

**Shares Voted:** 1,499

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Nigel Lingwood as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Nigel Lingwood, Amanda Mellor and Jonathan Davis is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 5 | Re-elect Ronnie George as Director | Mgmt | For | For | For |
| 6 | Re-elect Andy O'Brien as Director | Mgmt | For | For | For |
| 7 | Re-elect Jonathan Davis as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Nigel Lingwood, Amanda Mellor and Jonathan Davis is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 8 | Re-elect Amanda Mellor as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Nigel Lingwood, Amanda Mellor and Jonathan Davis is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 9 | Elect Celia Baxter as Director | Mgmt | For | For | For |
| 10 | Elect Emmanuelle Dubu as Director | Mgmt | For | For | For |
| 11 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 12 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |

## Volution Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 17 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 18 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Bill Holdings, Inc.

**Meeting Date:** 12/11/2025 **Country:** USA **Ticker:** BILL

**Record Date:** 10/20/2025 **Meeting Type:** Annual

**Primary Security ID:** 090043100

**Shares Voted:** 398

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Natalie Derse | Mgmt | For | For | For |
| 1.2 | Elect Director David Hornik | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Katherine (Allie) Kline and David Hornik given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Elizabeth (Beth) Johnson | Mgmt | For | For | For |
| 1.4 | Elect Director Katherine (Allie) Kline | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Katherine (Allie) Kline and David Hornik given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Fabrinet

**Meeting Date:** 12/11/2025 **Country:** Cayman Islands **Ticker:** FN
**Record Date:** 10/16/2025 **Meeting Type:** Annual
**Primary Security ID:** G3323L100

**Shares Voted:** 168

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Homa Bahrami | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Caroline Dowling | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers ABAS Ltd. as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Ganfeng Lithium Group Co., Ltd.

**Meeting Date:** 12/11/2025 **Country:** China **Ticker:** 1772
**Record Date:** 12/05/2025 **Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** Y2690M105

**Shares Voted:** 13,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Commencement of Financial Leasing Business and the Joint Venture as Joint Lessees | Mgmt | For | For | For |

## Ganfeng Lithium Group Co., Ltd.

**Meeting Date:** 12/11/2025 **Country:** China **Ticker:** 1772
**Record Date:** 12/05/2025 **Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** Y2690M105

**Shares Voted:** 12,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |

## Ganfeng Lithium Group Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Commencement of Financial Leasing Business and the Joint Venture as Joint Lessees | Mgmt | For | For | For |

## Grupo Aeroportuario del Pacifico SAB de CV

**Meeting Date:** 12/11/2025 **Country:** Mexico **Ticker:** GAPB
**Record Date:** 11/28/2025 **Meeting Type:** Special
**Primary Security ID:** P4959P100

**Shares Voted:** 8,476

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary and Extraordinary Business | Mgmt | | | |
| 1 | Approve Acquisition of Various Entities and Related and/or Ancillary Matters; Approve Balance Sheet of Company as of Sep. 30, 2025; Approve Capital Increase via Issuance of 90 Million New Class B Shares and Amend of Article 6 | Mgmt | For | For | For |
| 2 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## OSI Systems, Inc.

**Meeting Date:** 12/11/2025 **Country:** USA **Ticker:** OSIS
**Record Date:** 10/15/2025 **Meeting Type:** Annual
**Primary Security ID:** 671044105

**Shares Voted:** 541

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Deepak Chopra | Mgmt | For | For | For |
| 1b | Elect Director Ajay Mehra | Mgmt | For | For | For |
| 1c | Elect Director William F. Ballhaus | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members William Ballhaus Jr. and James (Jim) Hawkins for demonstrating poor responsiveness to shareholder concerns following last year's low say-on-pay support.* | | | | |
| 1d | Elect Director Kelli Bernard | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Gerald Chizever | Mgmt | For | For | For |

## OSI Systems, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director James B. Hawkins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members William Ballhaus Jr. and James (Jim) Hawkins for demonstrating poor responsiveness to shareholder concerns following last year's low say-on-pay support. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; - The company provides for automatic accelerated vesting of equity awards upon a change in control; and - The compensation committee demonstrated poor responsiveness to shareholder concerns following last year's low say-on-pay support.* | | | | |

## National Australia Bank Limited

**Meeting Date:** 12/12/2025 **Country:** Australia **Ticker:** NAB

**Record Date:** 12/10/2025 **Meeting Type:** Annual

**Primary Security ID:** Q65336119

**Shares Voted:** 264,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Philip Chronican as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Philip (Phil) Chronican is warranted for lack of diversity on the board. A vote FOR the remaining director nominee, Kathryn Fagg, is warranted.* | | | | |
| 1b | Elect Kathryn Fagg as Director | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3a | Approve Grant of Deferred Rights to Andrew Irvine | Mgmt | For | For | For |
| 3b | Approve Grant of Performance Rights to Andrew Irvine | Mgmt | For | For | For |
| 4 | Consideration of Financial Report, Directors' Report and Auditor's Report | Mgmt | | | |
| 5a | Amend the Company's Constitution | SH | Against | Against | Against |
| 5b | Approve Disclosure of Financed Deforestation | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposed resolution is warranted. Shareholders would benefit from additional information on NAB's funding links to deforestation in agriculture and how the company is progressing toward aligning its reporting for land-use change emissions and deforestation.* | | | | |

## National Australia Bank Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5c | Approve Strategy to Eliminate Financed Deforestation | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposed resolution is warranted, as shareholders would benefit from additional information on the company's strategy to manage the impact of its lending activities on deforestation. Utilizing internationally recognized frameworks in managing its exposures to nature-related risks would also help the company better assess and act on the land-use change risks that involve deforestation.* | | | | |
| 5d | ***Withdrawn Resolution*** Approve Customer Transition Plan Approach and Climate Commitments | SH | | | |

## Nutanix, Inc.

**Meeting Date:** 12/12/2025 **Country:** USA **Ticker:** NTNX

**Record Date:** 10/14/2025 **Meeting Type:** Annual

**Primary Security ID:** 67059N108

**Shares Voted:** 1,924

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Eric K. Brandt | Mgmt | For | For | For |
| 1b | Elect Director Craig Conway | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Max de Groen | Mgmt | For | For | For |
| 1d | Elect Director Virginia Gambale | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Steven J. Gomo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Greg Lavender | Mgmt | For | For | For |
| 1g | Elect Director Rajiv Ramaswami | Mgmt | For | For | For |
| 1h | Elect Director Gayle Sheppard | Mgmt | For | For | For |
| 1i | Elect Director Mark Templeton | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Guidewire Software, Inc.

**Meeting Date:** 12/15/2025 **Country:** USA **Ticker:** GWRE
**Record Date:** 10/20/2025 **Meeting Type:** Annual
**Primary Security ID:** 40171V100

**Shares Voted:** 440

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Michael C. Keller | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Mike Rosenbaum | Mgmt | For | For | For |
| 1c | Elect Director Mark V. Anquillare | Mgmt | For | For | For |
| 1d | Elect Director David S. Bauer | Mgmt | For | For | For |
| 1e | Elect Director Margaret Dillon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Catherine P. Lego | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Rajani Ramanathan | Mgmt | For | For | For |
| 1h | Elect Director Jeffrey Sloan | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Softcat Plc

**Meeting Date:** 12/15/2025 **Country:** United Kingdom **Ticker:** SCT
**Record Date:** 12/11/2025 **Meeting Type:** Annual
**Primary Security ID:** G8251T108

**Shares Voted:** 634

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Approve Special Dividend | Mgmt | For | For | For |

# Softcat Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Re-elect Graeme Watt as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Graeme Watt, Jacqueline (Jacqui) Ferguson, Robyn Perriss, Mayank Prakash and Lynne Weedall is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7 | Re-elect Graham Charlton as Director | Mgmt | For | For | For |
| 8 | Re-elect Katy Mecklenburgh as Director | Mgmt | For | For | For |
| 9 | Re-elect Jacqui Ferguson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Graeme Watt, Jacqueline (Jacqui) Ferguson, Robyn Perriss, Mayank Prakash and Lynne Weedall is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Mayank Prakash as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Graeme Watt, Jacqueline (Jacqui) Ferguson, Robyn Perriss, Mayank Prakash and Lynne Weedall is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect Lynne Weedall as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Graeme Watt, Jacqueline (Jacqui) Ferguson, Robyn Perriss, Mayank Prakash and Lynne Weedall is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Re-elect Robyn Perriss as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Graeme Watt, Jacqueline (Jacqui) Ferguson, Robyn Perriss, Mayank Prakash and Lynne Weedall is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Zhuzhou CRRC Times Electric Co., Ltd.

**Meeting Date:** 12/15/2025 **Country:** China **Ticker:** 3898

**Record Date:** 12/09/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y9892N104

**Shares Voted:** 55,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve 2026-2028 CRRC Group Mutual Supply Agreement and the Estimated Amount of the Ordinary Connected Transactions | Mgmt | For | For | For |

## Cisco Systems, Inc.

**Meeting Date:** 12/16/2025 **Country:** USA **Ticker:** CSCO

**Record Date:** 10/17/2025 **Meeting Type:** Annual

**Primary Security ID:** 17275R102

**Shares Voted:** 57,215

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Michael D. Capellas | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Mark Garrett | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director John D. Harris, II | Mgmt | For | For | For |
| 1d | Elect Director Kristina M. Johnson | Mgmt | For | For | For |
| 1e | Elect Director Sarah Rae Murphy | Mgmt | For | For | For |
| 1f | Elect Director Charles H. Robbins | Mgmt | For | For | For |
| 1g | Elect Director Daniel H. Schulman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Marianna Tessel | Mgmt | For | For | For |
| 1i | Elect Director Kevin Weil | Mgmt | For | For | For |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Cisco Systems, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 5 | Assess and Report on Positive Financial Value of Company's Inclusion Programs | SH | Against | Against | Against |

## CSI Solar Co., Ltd.

**Meeting Date:** 12/16/2025 **Country:** China **Ticker:** 688472

**Record Date:** 12/11/2025 **Meeting Type:** Special

**Primary Security ID:** Y1827Z104

**Shares Voted:** 27,826

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Abolition of the Supervisory Board, Amendments to Articles of Association and Relevant Rules and Procedure | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed bylaws amendments.* | | | | |
| 2 | Approve Formulation and Amend Internal Governance Systems | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 3 | Approve to Appoint Auditor | Mgmt | For | For | For |
| 4 | Approve Domestic Market Business Adjustment and Related Transactions | Mgmt | For | For | For |
| 5 | Approve Horizontal Competition Preventive Agreement | Mgmt | For | For | For |
| 6 | Approve Related Party Transaction | Mgmt | For | For | For |
| 7 | Approve Credit Line Application and Guarantee Amount | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this guarantee request.* | | | | |
| 8 | Approve Provision of Counter-guarantees for New Performance and Financing Businesses | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this guarantee request.* | | | | |

## AutoZone, Inc.

**Meeting Date:** 12/17/2025 **Country:** USA **Ticker:** AZO
**Record Date:** 10/20/2025 **Meeting Type:** Annual
**Primary Security ID:** 053332102

**Shares Voted:** 114

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Philip B. Daniele, III | Mgmt | For | For | For |
| 1.2 | Elect Director Michael A. George | Mgmt | For | For | For |
| 1.3 | Elect Director Linda A. Goodspeed | Mgmt | For | For | For |
| 1.4 | Elect Director Earl G. Graves, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Brian P. Hannasch | Mgmt | For | For | For |
| 1.6 | Elect Director Gale V. King | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Claire R. McDonough | Mgmt | For | For | For |
| 1.8 | Elect Director George R. Mrkonic, Jr. | Mgmt | For | For | For |
| 1.9 | Elect Director William C. Rhodes, III | Mgmt | For | For | For |
| 1.10 | Elect Director Jill A. Soltau | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.11 | Elect Director Constantino Spas Montesinos | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## ANZ Group Holdings Limited

**Meeting Date:** 12/18/2025 **Country:** Australia **Ticker:** ANZ
**Record Date:** 12/16/2025 **Meeting Type:** Annual
**Primary Security ID:** Q0429F119

# ANZ Group Holdings Limited

**Shares Voted:** 308,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2a | Elect Alison Rosemary Gerry as Director | Mgmt | For | For | For |
| 2b | Elect Paul Dominic O'Sullivan as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nomination committee members Paul O'Sullivan and Jeffrey (Jeff) Smith for lack of diversity on the board. Additionally, concerns are highlights for Chair Paul O'Sullivan and non-executive director Jeffrey Smith regarding failures of governance, board and risk oversight, with specific reference to the court enforceable undertaking with APRA for matters relating to non-financial risk management practices and risk culture across the bank, which included an additional operational risk capital overlay of $250 million, and the $240 million of ASIC penalties incurred in FY25 relating to the Australian Markets and Australia Retail businesses that were subject to separate regulatory investigations. Vote FOR Alison Rosemary Gerry.* | | | | |
| 2c | Elect Jeffrey Paul Smith as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nomination committee members Paul O'Sullivan and Jeffrey (Jeff) Smith for lack of diversity on the board. Additionally, concerns are highlights for Chair Paul O'Sullivan and non-executive director Jeffrey Smith regarding failures of governance, board and risk oversight, with specific reference to the court enforceable undertaking with APRA for matters relating to non-financial risk management practices and risk culture across the bank, which included an additional operational risk capital overlay of $250 million, and the $240 million of ASIC penalties incurred in FY25 relating to the Australian Markets and Australia Retail businesses that were subject to separate regulatory investigations. Vote FOR Alison Rosemary Gerry.* | | | | |
| 3 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report (Item 3) is warranted. The following concerns are highlighted regarding problematic pay practices which are materially inconsistent with accepted market practice: * The former CEO Eilliot's FY23 LTVR (approximately 66.6 percent of the grant) and FY24 LTVR grants, as well as a portion of FY23 STVR deferred shares, were left on foot, with a dollar value of approximately $7.9 million. Given the material failures of risk and associated regulatory action for which the former CEO is accountable, shareholders may question the rationale for these grants to have been left on foot. * Certain executives had their FY26 LTVR grant partially reduced, as part of the 'pre-grant assessment', noting this only applied to the restricted rights portion of the LTVR. This partial reduction appears to be misaligned with the significant risk failures and regulatory matters faced by the company, and is inferior to practices at NAB where the 'pre-grant assessment' applies to the LTI grant as a whole. * Proposed changes to the FY26 STVR where a Risk/Root Cause Remediation Plan metric will be added, weighted 25 percent, and will result in the financial weighting reducing to 45 percent. The inclusion of these performance measures as offering a bonus for the performance of mandatory remediation pursuant to regulatory enforcement is materially inconsistent with shareholder expectations. * The terms of the LTVR restricted rights include a high probability of vesting through the use of a substantial portion of non-financial performance measures, and appear to involve significant board discretion and are primarily included to meet the requirement of APRA's Prudential Standard CPS511. * The inclusion of service-based deferred equity in the MSR is inconsistent with better practice. While it is noted that the MSR calculation excludes LTVR performance and restricted rights, under CPS511, deferred bonuses are subject to clawback, with the board being required under this standard to apply discretion to reduce bonuses to as low as zero in the event of certain adverse outcomes.* | | | | |
| 4 | Approve Grant of Restricted Rights and Performance Rights to Nuno Matos | Mgmt | For | For | For |
| 5 | Approve the Amendments to the Company's Constitution | SH | Against | Against | Against |
| 6 | Approve the Spill Resolution | Mgmt | Against | Against | Against |
| 7 | Approve Disclosure of Financed Deforestation | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted at this time. The company does not disclose any data, tools, or processes to check that customers are not engaging in deforestation (including illegal deforestation). Shareholders would benefit from additional information on how the company plans to align with internationally recognized biodiversity frameworks such as TNFD.* | | | | |

## ANZ Group Holdings Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve Strategy to Eliminate Financed Deforestation | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted at this time. The proponent raises valid concerns for the company's lack of disclosure of specific and quantified processes in place with regard to the identification and consequences of deforestation, including consequences for alleged or suspected illegal land clearing.* | | | | |
| 9 | Approve Customer Transition Approach and Climate Commitments | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted as enhanced disclosure would give shareholders better understanding on how the company is managing climate change-related risks regarding its lending activities. Shareholders would also benefit from a stronger alignment between the company's stated goals and its actions regarding corporate responsibility. Additionally, the bank's current disclosure relating to CTP (Climate transition Plan) expectations lag Australia's big four banks, and the company's transition plan approach remains vague, without a threshold for refusing finance.* | | | | |

## FactSet Research Systems Inc.

**Meeting Date:** 12/18/2025 **Country:** USA **Ticker:** FDS

**Record Date:** 10/21/2025 **Meeting Type:** Annual

**Primary Security ID:** 303075105

**Shares Voted:** 953

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Robin A. Abrams | Mgmt | For | For | For |
| 1b | Elect Director Siew Kai Choy | Mgmt | For | For | For |
| 1c | Elect Director Barak Eilam | Mgmt | For | For | For |
| 1d | Elect Director Malcolm Frank | Mgmt | For | For | For |
| 1e | Elect Director Laurie G. Hylton | Mgmt | For | For | For |
| 1f | Elect Director Lee Shavel | Mgmt | For | For | For |
| 1g | Elect Director Laurie Siegel | Mgmt | For | For | For |
| 1h | Elect Director Maria Teresa Tejada | Mgmt | For | For | For |
| 1i | Elect Director Sanoke Viswanathan | Mgmt | For | For | For |
| 1j | Elect Director Elisha Wiesel | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

## FactSet Research Systems Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Amend Certificate of Incorporation to Eliminate Supermajority Vote Requirement for Stockholder Action by Written Consent, and Implement Other Ministerial Changes | Mgmt | For | For | For |

## STMicroelectronics NV

**Meeting Date:** 12/18/2025 **Country:** Netherlands **Ticker:** STMMI

**Record Date:** 11/20/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** N83574108

**Shares Voted:** 1,223

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Meeting Agenda | Mgmt | | | |
| 1. | Elect Armando Varricchio to Supervisory Board | Mgmt | For | For | For |
| 2. | Elect Orio Bellezza to Supervisory Board | Mgmt | For | For | For |

## ENGIE Brasil Energia SA

**Meeting Date:** 12/19/2025 **Country:** Brazil **Ticker:** EGIE3

**Record Date:** **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** P37625103

**Shares Voted:** 35,908

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Increase in Authorized Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these items is warranted because: * Outstanding capital would represent only 27.4 percent of the new authorized capital limit; and * The company has bundled the bylaw amendments under a single item, preventing shareholders from voting on each proposed change individually.* | | | | |
| 2 | Amend Articles 5 and 8 to Reflect Changes in Capital and Authorized Capital Respectively | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these items is warranted because: * Outstanding capital would represent only 27.4 percent of the new authorized capital limit; and * The company has bundled the bylaw amendments under a single item, preventing shareholders from voting on each proposed change individually.* | | | | |
| 3 | Consolidate Bylaws | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these items is warranted because: * Outstanding capital would represent only 27.4 percent of the new authorized capital limit; and * The company has bundled the bylaw amendments under a single item, preventing shareholders from voting on each proposed change individually.* | | | | |

## PDD Holdings Inc.

**Meeting Date:** 12/19/2025 **Country:** Cayman Islands **Ticker:** PDD
**Record Date:** 11/19/2025 **Meeting Type:** Annual
**Primary Security ID:** 722304102

**Shares Voted:** 3,540

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for ADR Holders | Mgmt | | | |
| 1 | Elect Director Lei Chen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent.* | | | | |
| 2 | Elect Director Jiazhen Zhao | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent.* | | | | |
| 3 | Elect Director Anthony Kam Ping Leung | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent.* | | | | |
| 4 | Elect Director Haifeng Lin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent.* | | | | |
| 5 | Elect Director Ivonne M.C.M. Rietjens | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 6 | Elect Director George Yong-Boon Yeo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Promotora y Operadora de Infraestructura SAB de CV

**Meeting Date:** 12/19/2025 **Country:** Mexico **Ticker:** PINFRA
**Record Date:** 12/10/2025 **Meeting Type:** Ordinary Shareholders
**Primary Security ID:** P7925L103

**Shares Voted:** 22,764

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Cash Dividends | Mgmt | For | For | For |
| 2 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Electronic Arts Inc.

**Meeting Date:** 12/22/2025 **Country:** USA **Ticker:** EA
**Record Date:** 11/19/2025 **Meeting Type:** Special
**Primary Security ID:** 285512109

## Electronic Arts Inc.

**Shares Voted:** 2,619

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## China Longyuan Power Group Corporation Limited

**Meeting Date:** 12/23/2025
**Country:** China
**Ticker:** 916
**Record Date:** 12/17/2025
**Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** Y1501T101

**Shares Voted:** 313,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Satisfaction of the Conditions for the Issuance of A Shares to Specific Targets by the Company | Mgmt | For | For | For |
| | RESOLUTIONS IN RELATION TO THE PLAN FOR THE ISSUANCE OF A SHARES TO SPECIFIC TARGETS BY THE COMPANY | Mgmt | | | |
| 2.01 | Approve Type and Nominal Value of the Share to be Issued | Mgmt | For | For | For |
| 2.02 | Approve Issuance Method and Time | Mgmt | For | For | For |
| 2.03 | Approve Issuance Targets and Subscription Method | Mgmt | For | For | For |
| 2.04 | Approve Pricing Benchmark Date, Issue Price and Pricing Principles | Mgmt | For | For | For |
| 2.05 | Approve Number of Shares to be Issued | Mgmt | For | For | For |
| 2.06 | Approve Lock-up Period | Mgmt | For | For | For |
| 2.07 | Approve Total Amount and Use of Proceeds | Mgmt | For | For | For |
| 2.08 | Approve Arrangement of Accumulated Undistributed Profits Prior to the Issuance | Mgmt | For | For | For |
| 2.09 | Approve Place of Listing | Mgmt | For | For | For |

## China Longyuan Power Group Corporation Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.10 | Approve Valid Period of the Resolution of the Issuance | Mgmt | For | For | For |
| 3 | Approve Proposal of the Issuance of A Shares to Specific Targets | Mgmt | For | For | For |
| 4 | Approve Demonstration and Analysis Report Regarding the Plan of the Issuance of A Shares to Specific Targets | Mgmt | For | For | For |
| 5 | Approve Feasibility Analysis Report on the Use of Raised Funds from the Issuance of A Shares to Specific Targets | Mgmt | For | For | For |
| 6 | Approve Report on the Use of Previously Raised Funds | Mgmt | For | For | For |
| 7 | Approve Dilution of Current Returns by the Issuance of A Shares to Specific Targets, Remedial Measures Adopted and the Undertakings Made by the Relevant Entities | Mgmt | For | For | For |
| 8 | Approve Authorization by the Shareholders' Meeting to the Board or its Authorized Person(s) to Proceed with Specific Matters in Respect of the Issuance of A Shares to Specific Targets in Their Sole Discretion | Mgmt | For | For | For |

## Grid Dynamics Holdings, Inc.

**Meeting Date:** 12/23/2025 **Country:** USA **Ticker:** GDYN

**Record Date:** 11/04/2025 **Meeting Type:** Annual

**Primary Security ID:** 39813G109

**Shares Voted:** 507

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Eric Benhamou | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a Governance Committee chair on the ballot, WITHHOLD votes are warranted for governance committee member Eric Benhamou given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Patrick Nicolet | Mgmt | For | For | For |
| 1.3 | Elect Director Weihang Wang | Mgmt | For | For | For |
| 2 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |

## Grid Dynamics Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The performance targets are not disclosed in the STI or LTI programs, which obscures shareholders' ability to independently assess goal rigor and alignment with performance outcomes. Furthermore, the vesting conditions and modifiers underlying the front-loaded PSUs appear overly short-term focused. Lastly, the company has not disclosed any environmental or social performance measures as a part of both its short- and long-term incentive plans for executives and the company has not adopted compensation risk mitigators, such as CEO stock ownership guidelines or stock holding period requirements.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan permits repricing and/or exchange of grants without shareholder approval (overriding factor); - The plan permits cash buyout of awards without shareholder approval (overriding factor); - The plan provides for the transferability of stock options without shareholder approval (overriding factor); - The plan cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.* | | | | |

## Powszechny Zaklad Ubezpieczen SA

**Meeting Date:** 12/23/2025 **Country:** Poland **Ticker:** PZU

**Record Date:** 12/07/2025 **Meeting Type:** Special

**Primary Security ID:** X6919T107

**Shares Voted:** 23,163

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chairman | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by State Treasury | Mgmt | | | |
| 5 | Approve Claims for Damages Caused by Beata Kozlowska-Chyla (Former Management Board Member) | SH | None | For | For |
| 6.1 | Recall Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 6.2 | Elect Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |

## Powszechny Zaklad Ubezpieczen SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Collective Suitability of Supervisory Board Members | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 8 | Approve Decision on Covering Costs of Convocation of EGM | SH | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted considering the negative vote recommendations on the shareholder proposals under Items 5.1-5.2 and 6.* | | | | |
| | Management Proposal | Mgmt | | | |
| 9 | Close Meeting | Mgmt | | | |

## Luzhou Laojiao Co., Ltd.

**Meeting Date:** 12/24/2025 **Country:** China **Ticker:** 000568
**Record Date:** 12/19/2025 **Meeting Type:** Special
**Primary Security ID:** Y5347R104

**Shares Voted:** 3,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 1.1 | Elect Yi Zhi as Director | Mgmt | For | For | For |
| 1.2 | Elect Chen Guoxiang as Director | Mgmt | For | For | For |

## New China Life Insurance Company Ltd.

**Meeting Date:** 12/24/2025 **Country:** China **Ticker:** 1336
**Record Date:** 12/18/2025 **Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** Y625A4115

**Shares Voted:** 12,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Issuance of Domestic Undated Capital Bonds | Mgmt | For | For | For |
| 2 | Amend Administrative Measures on Related Party Transactions | Mgmt | For | For | For |
| | ELECT DIRECTORS | Mgmt | | | |

## New China Life Insurance Company Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.1 | Elect Yang Yucheng as Director | Mgmt | For | For | For |
| 3.2 | Elect Gong Xingfeng as Director | Mgmt | For | For | For |
| 3.3 | Elect Yang Xue as Director | Mgmt | For | For | For |
| 3.4 | Elect Mao Sixue as Director | Mgmt | For | For | For |
| 3.5 | Elect Hu Aimin as Director | Mgmt | For | For | For |
| 3.6 | Elect Zhang Xiaodong as Director | Mgmt | For | For | For |
| 3.7 | Elect Xu Xu as Director | Mgmt | For | For | For |
| 3.8 | Elect Guo Yongqing as Director | Mgmt | For | For | For |
| 3.9 | Elect Zhuo Zhi as Director | Mgmt | For | For | For |
| 3.10 | Elect Sau Fun Cheung as Director | Mgmt | For | For | For |

## Contemporary Amperex Technology Co., Ltd.

**Meeting Date:** 12/25/2025 **Country:** China **Ticker:** 3750

**Record Date:** 12/18/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y1R48E113

**Shares Voted:** 30,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| | APPROVE TO CHANGE THE COMPANY'S REGISTERED CAPITAL AND AMEND THE ARTICLES OF ASSOCIATION AND ITS ANNEXES | Mgmt | | | |
| 1.1 | Amend Articles of Association | Mgmt | For | For | For |
| 1.2 | Amend Rules of Procedures of Shareholders' Meetings | Mgmt | For | For | For |
| 1.3 | Amend Rules of Procedures of the Board | Mgmt | For | For | For |
| | RESOLUTIONS IN RELATION TO THE PROPOSED AMENDMENTS TO CERTAIN SYSTEMS OF THE COMPANY | Mgmt | | | |
| 2.1 | Amend Implementation Rules of Cumulative Voting System | Mgmt | For | For | For |
| 2.2 | Amend External Investment Management System | Mgmt | For | For | For |
| 2.3 | Amend Entrusted Wealth Management System | Mgmt | For | For | For |

## Contemporary Amperex Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.4 | Amend Related Party (Connected) Transactions Management System | Mgmt | For | For | For |
| 2.5 | Amend External Guarantee Management System | Mgmt | For | For | For |
| 2.6 | Amend External Donations Management System | Mgmt | For | For | For |
| 2.7 | Amend Raised Funds Management System | Mgmt | For | For | For |
| 2.8 | Amend System for Preventing Fund Occupation by Controlling Shareholders and Their Related Parties | Mgmt | For | For | For |
| 3 | Elect Wu Yingming as Director | Mgmt | For | For | For |
| 4 | Approve Grant of a General Mandate to the Board to Issue Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted given the company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 5 | Approve Additional Cap for Provision of Guarantee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted given the request for an additional revolving guarantee cap for certain subsidiaries where the company would be taking a disproportionate amount of risks relative to its ownership interest is not within shareholders' interests.* | | | | |
| 6 | Approve Grant of General Mandate to Issue Corporate Bonds | SH | For | For | For |

## Contemporary Amperex Technology Co., Ltd.

**Meeting Date:** 12/25/2025 **Country:** China **Ticker:** 3750

**Record Date:** 12/18/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y1R48E113

**Shares Voted:** 3,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| | RESOLUTIONS IN RELATION TO THE PROPOSED AMENDMENTS TO CERTAIN SYSTEMS OF THE COMPANY | Mgmt | | | |
| 1.1 | Amend Implementation Rules of Cumulative Voting System | Mgmt | For | For | For |
| 1.2 | Amend External Investment Management System | Mgmt | For | For | For |
| 1.3 | Amend Entrusted Wealth Management System | Mgmt | For | For | For |

## Contemporary Amperex Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Amend Related Party (Connected) Transactions Management System | Mgmt | For | For | For |
| 1.5 | Amend External Guarantee Management System | Mgmt | For | For | For |
| 1.6 | Amend External Donations Management System | Mgmt | For | For | For |
| 1.7 | Amend Raised Funds Management System | Mgmt | For | For | For |
| 1.8 | Amend System for Preventing Fund Occupation by Controlling Shareholders and Their Related Parties | Mgmt | For | For | For |
| 2 | Elect Wu Yingming as Director | Mgmt | For | For | For |
| 3 | Approve Grant of a General Mandate to the Board to Issue Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted given the company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 4 | Approve Additional Cap for Provision of Guarantee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted given the request for an additional revolving guarantee cap for certain subsidiaries where the company would be taking a disproportionate amount of risks relative to its ownership interest is not within shareholders' interests.* | | | | |
| 5 | Approve Grant of General Mandate to Issue Corporate Bonds | SH | For | For | For |
| 6 | Amend Articles of Association | Mgmt | For | For | For |
| 7 | Amend Rules of Procedures of Shareholders' Meetings | Mgmt | For | For | For |
| 8 | Amend Rules of Procedures of the Board | Mgmt | For | For | For |

## Shanjin International Gold Co., Ltd.

**Meeting Date:** 12/25/2025 **Country:** China **Ticker:** 000975

**Record Date:** 12/18/2025 **Meeting Type:** Special

**Primary Security ID:** Y1584S103

**Shares Voted:** 24,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve to Appoint Auditor | Mgmt | For | For | For |
| 2 | Approve Charitable Donations | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure and concerns over potential conflict of interest.* | | | | |
| 3 | Approve Derivatives Hedging Transactions | Mgmt | For | For | For |

## Shanjin International Gold Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve Provision of Guarantee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this guarantee request.* | | | | |

## LONGi Green Energy Technology Co., Ltd.

**Meeting Date:** 12/26/2025 **Country:** China **Ticker:** 601012
**Record Date:** 12/19/2025 **Meeting Type:** Special
**Primary Security ID:** Y9727F102

**Shares Voted:** 56,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Estimated Guarantee Amount Between Company and Subsidiaries | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this guarantee request.* | | | | |
| 2 | Approve Provision of Guarantee to Xi'an LONGi Hydrogen Energy Technology Co., Ltd. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this guarantee request.* | | | | |
| 3 | Approve Provision of Guarantee for Distribution Business Customers | Mgmt | For | For | For |
| 4 | Approve Use of Funds for Entrusted Asset Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.* | | | | |
| 5 | Approve Foreign Exchange Derivatives Trading | Mgmt | For | For | For |
| 6 | Approve Employee Share Purchase Plan | Mgmt | For | For | For |
| 7 | Approve Management Measures of Employee Share Purchase Plan | Mgmt | For | For | For |
| 8 | Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan | Mgmt | For | For | For |

## Sanan Optoelectronics Co. Ltd.

**Meeting Date:** 12/26/2025 **Country:** China **Ticker:** 600703
**Record Date:** 12/19/2025 **Meeting Type:** Special
**Primary Security ID:** Y7478M102

## Sanan Optoelectronics Co. Ltd.

**Shares Voted:** 44,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Joint Acquisition of Equity Interest in Lumileds Holding B.V. and Related External Investment | Mgmt | For | For | For |
| | ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING | Mgmt | | | |
| 2.1 | Elect Lin Zhiyang as Director | Mgmt | For | For | For |
| 2.2 | Elect Xiao Hong as Director | Mgmt | For | For | For |
| 2.3 | Elect Li Jinchai as Director | Mgmt | For | For | For |

## Zhejiang Chint Electrics Co., Ltd.

**Meeting Date:** 12/26/2025 **Country:** China **Ticker:** 601877

**Record Date:** 12/19/2025 **Meeting Type:** Special

**Primary Security ID:** Y988AY103

**Shares Voted:** 16,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Provision of Guarantee | Mgmt | For | For | For |
| 2 | Approve Related Party Transaction | Mgmt | For | For | For |
| 3 | Approve Purchase of Photovoltaic Modules | Mgmt | For | For | For |

## CRRC Corporation Limited

**Meeting Date:** 12/29/2025 **Country:** China **Ticker:** 1766

**Record Date:** 12/19/2025 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y1818X100

**Shares Voted:** 373,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |

# CRRC Corporation Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Analysis of the Background, Objectives, Commercial Reasonableness, Necessity and Feasibility of the Spin-off and Listing of Company's Subsidiary on the ChiNext Market of Shenzhen Stock Exchange | Mgmt | For | For | For |
| 2 | Approve Spin-off and Listing of the Company's Subsidiary on the ChiNext Market of Shenzhen Stock Exchange in Compliance with the Requirements of Relevant Laws and Regulations | Mgmt | For | For | For |
| 3 | Approve Plan on the Initial Public Offering of Shares of the Company's Subsidiary and Its Listing on the ChiNext Market of Shenzhen Stock Exchange | Mgmt | For | For | For |
| 4 | Approve Proposal on the Spin-off and Listing of the Company's Subsidiary on the ChiNext Market of Shenzhen Stock Exchange by CRRC Corporation Limited (Revised Draft) | Mgmt | For | For | For |
| 5 | Approve Spin-off and Listing of the Company's Subsidiary on the ChiNext Market in Compliance with the Provisions on the Spin-off of Listed Companies (Trial) | Mgmt | For | For | For |
| 6 | Approve Spin-off and Listing of the Company's Subsidiary on the ChiNext Market of Shenzhen Stock Exchange to Safeguard the Legal Rights and Interests of the Shareholders and Creditors | Mgmt | For | For | For |
| 7 | Approve Ability to Maintain Independence and Sustainable Operation Ability | Mgmt | For | For | For |
| 8 | Approve Capability of CRRC Qishuyan Institute Co., Ltd. to Implement Regulated Operations | Mgmt | For | For | For |
| 9 | Approve Explanation of the Completeness of and Compliance with Statutory Procedures of the Spin-off and the Validity of Legal Documents Submitted | Mgmt | For | For | For |

## CRRC Corporation Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Approve Resolution Regarding the Authorization by the General Meeting to the Board of Directors and its Authorized Persons to Deal with Matters Relating to the Spin-off at Their Full Discretion | Mgmt | For | For | For |

## Gotion High-tech Co., Ltd

**Meeting Date:** 12/29/2025 **Country:** China **Ticker:** 002074

**Record Date:** 12/19/2025 **Meeting Type:** Special

**Primary Security ID:** Y4439F110

**Shares Voted:** 13,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 1.1 | Elect Li Zhen as Director | SH | For | For | For |
| 1.2 | Elect Wang Qisui as Director | SH | For | For | For |
| 1.3 | Elect Steven Cai as Director | SH | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Steven Cai, Olaf Korzinovski, Yun Qiao, Xinping Qiu and Zhe Sun is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 1.4 | Elect Zhang Hongli as Director | SH | For | For | For |
| 1.5 | Elect Olaf Korzinovski as Director | SH | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Steven Cai, Olaf Korzinovski, Yun Qiao, Xinping Qiu and Zhe Sun is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 1.6 | Elect Rainer Ernst Seidl as Director | SH | For | For | For |
| | ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 2.1 | Elect Sun Zhe as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Steven Cai, Olaf Korzinovski, Yun Qiao, Xinping Qiu and Zhe Sun is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 2.2 | Elect Qiao Yun as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Steven Cai, Olaf Korzinovski, Yun Qiao, Xinping Qiu and Zhe Sun is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

## Gotion High-tech Co., Ltd

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.3 | Elect Qiu Xinping as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Steven Cai, Olaf Korzinovski, Yun Qiao, Xinping Qiu and Zhe Sun is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 2.4 | Elect Wang Feng as Director | Mgmt | For | For | For |
| 3 | Approve Abolishment of Board of Supervisors, Change in Registered Capital and Amend Articles of Association and its Annexes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |
| 4 | Amend Company Management Systems | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |

## Jinko Solar Co., Ltd.

**Meeting Date:** 12/29/2025 **Country:** China **Ticker:** 688223
**Record Date:** 12/23/2025 **Meeting Type:** Special
**Primary Security ID:** Y4S532106

**Shares Voted:** 81,097

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Credit Line and Provision of Guarantee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because - the level of guarantee provision is disproportionate to the level of ownership in the guarantee targets. The company has failed to provide valid justifications in the meeting circular; and - the proposed borrowing is considered excessive and may add to the company's financial burden, which is deemed not in the best interests of shareholders.* | | | | |
| 2 | Approve Related Party Transaction | Mgmt | For | For | For |
| 3 | Approve Foreign Exchange Derivatives Trading | Mgmt | For | For | For |

## NARI Technology Co., Ltd.

**Meeting Date:** 12/30/2025 **Country:** China **Ticker:** 600406
**Record Date:** 12/23/2025 **Meeting Type:** Special
**Primary Security ID:** Y6S99Q112

## NARI Technology Co., Ltd.

**Shares Voted:** 57,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Abolition of the Supervisory Board and Amendments to Articles of Association | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed articles amendments are not considered to have adequately provided for accountability and transparency to shareholders.* | | | | |
| | APPROVE AMENDMENT OF CERTAIN CORPORATE GOVERNANCE SYSTEMS | Mgmt | | | |
| 2.1 | Amend Rules and Procedures Regarding General Meetings of Shareholders | Mgmt | For | For | For |
| 2.2 | Amend Rules and Procedures Regarding Meetings of Board of Directors | Mgmt | For | For | For |
| 2.3 | Amend Working System for Independent Directors | Mgmt | For | For | For |
| 2.4 | Amend Management Measures for Related-Party Transaction Decision-Making | Mgmt | For | For | For |
| 2.5 | Amend Management Measures for Raised Funds | Mgmt | For | For | For |
| 2.6 | Amend Management Measures for Providing External Guarantees | Mgmt | For | For | For |
| 2.7 | Amend Management Measures for External Donations | Mgmt | For | For | For |
| 3 | Approve Completion, Termination and Changes of Raised Funds Investment Projects, Use of Excess Funds to Replenish Working Capital | Mgmt | For | For | For |
| 4 | Approve to Appoint Auditor | Mgmt | For | For | For |
| | ELECT NON-INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING | Mgmt | | | |
| 5.1 | Elect Chen Chunwu as Director | SH | For | For | For |

## Sichuan Chuantou Energy Co., Ltd.

**Meeting Date:** 12/30/2025 **Country:** China **Ticker:** 600674

**Record Date:** 12/24/2025 **Meeting Type:** Special

**Primary Security ID:** Y7925C103

## Sichuan Chuantou Energy Co., Ltd.

**Shares Voted:** 37,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 1.1 | Elect Liu Shengjin as Director | Mgmt | For | For | For |
| 1.2 | Elect Huang Qiang as Director | Mgmt | For | For | For |
| 1.3 | Elect Han Yunwen as Director | Mgmt | For | For | For |
| 1.4 | Elect Zhao Yunlong as Director | Mgmt | For | For | For |
| 1.5 | Elect Tu Ying as Director | Mgmt | For | For | For |
| 1.6 | Elect Zeng Zhiwei as Director | Mgmt | For | For | For |
| | ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 2.1 | Elect Xiang Yongzhong as Director | Mgmt | For | For | For |
| 2.2 | Elect Wang Jinfu as Director | Mgmt | For | For | For |
| 2.3 | Elect Tang Zhongcheng as Director | Mgmt | For | For | For |
| 2.4 | Elect Zheng Shengan as Director | Mgmt | For | For | For |

## RingCentral, Inc.

**Meeting Date:** 12/31/2025 **Country:** USA **Ticker:** RNG

**Record Date:** 11/10/2025 **Meeting Type:** Annual

**Primary Security ID:** 76680R206

**Shares Voted:** 320

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Vladimir Shmunis | Mgmt | For | For | For |
| 1.2 | Elect Director Prat Bhatt | Mgmt | For | For | For |
| 1.3 | Elect Director Kenneth Goldman | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth (Ken) Goldman, Amy Shenkan, and Robert (Rob) Theis for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Amy Guggenheim Shenkan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth (Ken) Goldman, Amy Shenkan, and Robert (Rob) Theis for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## RingCentral, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.5 | Elect Director Robert Theis | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth (Ken) Goldman, Amy Shenkan, and Robert (Rob) Theis for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Mahmoud ElAssir | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The annual bonus was based on pre-set objective metrics with rigorous targets disclosed, though a concern is noted regarding the lack of clear disclosure of thresholds, maximums, and actual performance. Of greater concern, the LTI program was half performance based, though performance was measured merely over a one-year period. Further, not all performance targets were disclosed, even retroactively. Lastly, the company has not disclosed any short- and long-term E&S performance incentives and the company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |

## Comerica Incorporated

**Meeting Date:** 01/06/2026 **Country:** USA **Ticker:** CMA
**Record Date:** 11/24/2025 **Meeting Type:** Special
**Primary Security ID:** 200340107

**Shares Voted:** 5,040

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposal is warranted. While cash severance and outstanding equity are double trigger, and cash severance values are of a reasonable basis, the CEO appears to be eligible to receive a sizeable excise tax gross-up.* | | | | |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## Fifth Third Bancorp

**Meeting Date:** 01/06/2026 **Country:** USA **Ticker:** FITB
**Record Date:** 11/24/2025 **Meeting Type:** Special
**Primary Security ID:** 316773100

**Shares Voted:** 23,738

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

## Huntington Bancshares Incorporated

**Meeting Date:** 01/06/2026 **Country:** USA **Ticker:** HBAN
**Record Date:** 11/28/2025 **Meeting Type:** Special
**Primary Security ID:** 446150104

**Shares Voted:** 40,292

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

## SERES Group Co., Ltd.

**Meeting Date:** 01/06/2026 **Country:** China **Ticker:** 9927
**Record Date:** 12/30/2025 **Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** Y7T8FY109

**Shares Voted:** 13,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| 1 | Approve Estimated Ordinary Related-party Transactions for 2026 | Mgmt | For | For | For |
| 2 | Approve Change of Registered Capital and Amend Articles of Association | Mgmt | For | For | For |
| 3 | Elect Yang Yanding as Director | SH | For | For | For |
| 4 | Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic Auditor and Deloitte Touche Tohmatsu as Overseas Auditor and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |

## Trigano SA

**Meeting Date:** 01/06/2026 **Country:** France **Ticker:** TRI
**Record Date:** 12/31/2025 **Meeting Type:** Annual/Special
**Primary Security ID:** F93488108

**Shares Voted:** 72

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |

# Trigano SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of EUR 3.60 per Share | Mgmt | For | For | For |
| 5 | Approve Compensation Report of Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the repeated dissent the company has faced on compensation elements over the last AGMs, and the repeated concerns regarding the company's remuneration practices.* | | | | |
| 6 | Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted given that: * As in previous years, the base salary increased without any rationale provided by the company. * The lack of disclosure on the payment of substantial "remuneration for executive mandates exercised within the governance bodies of the Group's subsidiaries", previously named "governance fees", a well implemented company practice since several years.* | | | | |
| 7 | Approve Compensation of Stephane Gigou, Chairman of the Management Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the compensations of Stephane Gigou and Michel Freiche are warranted as: * The high level of fees ("governance fees") awarded to each member of the management board without any detail provided by the company, a well implemented company practice since several years. * The continued limited disclosure regarding the achievements and weight of each performance criterion attached to the bonus. * As last year, the company awarded an exceptional bonus to Stephane Gigou without providing any compelling rationale (Item 7).* | | | | |
| 8 | Approve Compensation of Michel Freiche, CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the compensations of Stephane Gigou and Michel Freiche are warranted as: * The high level of fees ("governance fees") awarded to each member of the management board without any detail provided by the company, a well implemented company practice since several years. * The continued limited disclosure regarding the achievements and weight of each performance criterion attached to the bonus. * As last year, the company awarded an exceptional bonus to Stephane Gigou without providing any compelling rationale (Item 7).* | | | | |
| 9 | Reelect Marie-Hélène Feuillet as Supervisory Board Member | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Chairman of the Supervisory Board | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Supervisory Board Members | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of Chairman of the Management Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the remuneration policies for the chairman of the management board, the CEO and the management board members are warranted as: * The base salary of executives would increase for the sixth consecutive FY without any rationale. * The members of the management board can be awarded additional remuneration features in the form of "Governance fees", without any rationale provided by the company. * The remuneration policy does not include any long-term components, and * The scope of the derogation remains too vague.* | | | | |

## Trigano SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Approve Remuneration Policy of CEOs | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the remuneration policies for the chairman of the management board, the CEO and the management board members are warranted as: * The base salary of executives would increase for the sixth consecutive FY without any rationale. * The members of the management board can be awarded additional remuneration features in the form of "Governance fees", without any rationale provided by the company. * The remuneration policy does not include any long-term components, and * The scope of the derogation remains too vague.* | | | | |
| 14 | Approve Remuneration Policy of Management Board Members | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the remuneration policies for the chairman of the management board, the CEO and the management board members are warranted as: * The base salary of executives would increase for the sixth consecutive FY without any rationale. * The members of the management board can be awarded additional remuneration features in the form of "Governance fees", without any rationale provided by the company. * The remuneration policy does not include any long-term components, and * The scope of the derogation remains too vague.* | | | | |
| 15 | Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 277,000 | Mgmt | For | For | For |
| 16 | Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital | Mgmt | For | For | For |
| 17 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 18 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 19 | Amend Article 20.1 of Bylaws Re: Age Limit of Chairman and Vice-Chairman of the Supervisory Board | Mgmt | For | For | For |

## The Greenbrier Companies, Inc.

**Meeting Date:** 01/07/2026 **Country:** USA **Ticker:** GBX

**Record Date:** 11/04/2025 **Meeting Type:** Annual

**Primary Security ID:** 393657101

**Shares Voted:** 553

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Stevan B. Bobb | Mgmt | For | For | For |
| 1b | Elect Director Wanda F. Felton | Mgmt | For | For | For |
| 1c | Elect Director Graeme A. Jack | Mgmt | For | For | For |
| 1d | Elect Director Jeffrey M. Songer | Mgmt | For | For | For |
| 1e | Elect Director Wendy L. Teramoto | Mgmt | For | For | For |

## The Greenbrier Companies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Jamf Holding Corp.

**Meeting Date:** 01/08/2026 **Country:** USA **Ticker:** JAMF
**Record Date:** 12/09/2025 **Meeting Type:** Special
**Primary Security ID:** 47074L105

**Shares Voted:** 929

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## Zscaler, Inc.

**Meeting Date:** 01/12/2026 **Country:** USA **Ticker:** ZS
**Record Date:** 11/14/2025 **Meeting Type:** Annual
**Primary Security ID:** 98980G102

**Shares Voted:** 503

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Andrew Brown | Mgmt | For | For | For |
| 1.2 | Elect Director Scott Darling | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Scott Darling and David Schneider given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director David Schneider | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Scott Darling and David Schneider given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Zscaler, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Declassify the Board of Directors | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.* | | | | |

## Commercial Metals Company

**Meeting Date:** 01/14/2026 **Country:** USA **Ticker:** CMC

**Record Date:** 11/17/2025 **Meeting Type:** Annual

**Primary Security ID:** 201723103

**Shares Voted:** 1,034

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Dawne S. Hickton | Mgmt | For | For | For |
| 1.2 | Elect Director Peter R. Matt | Mgmt | For | For | For |
| 1.3 | Elect Director Robert S. Wetherbee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Diploma Plc

**Meeting Date:** 01/14/2026 **Country:** United Kingdom **Ticker:** DPLM

**Record Date:** 01/12/2026 **Meeting Type:** Annual

**Primary Security ID:** G27664112

**Shares Voted:** 1,195

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Re-elect David Lowden as Director | Mgmt | For | For | For |

## Diploma Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Re-elect Johnny Thomson as Director | Mgmt | For | For | For |
| 5 | Elect Wilson Ng as Director | Mgmt | For | For | For |
| 6 | Re-elect Jennifer Ward as Director | Mgmt | For | For | For |
| 7 | Re-elect Geraldine Huse as Director | Mgmt | For | For | For |
| 8 | Re-elect Dean Finch as Director | Mgmt | For | For | For |
| 9 | Re-elect Janice Stipp as Director | Mgmt | For | For | For |
| 10 | Re-elect Katie Bickerstaffe as Director | Mgmt | For | For | For |
| 11 | Elect Ian El-Mokadem as Director | Mgmt | For | For | For |
| 12 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Approve Remuneration Report | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Sanan Optoelectronics Co. Ltd.

**Meeting Date:** 01/14/2026 **Country:** China **Ticker:** 600703

**Record Date:** 01/08/2026 **Meeting Type:** Special

**Primary Security ID:** Y7478M102

**Shares Voted:** 44,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Provision of Guarantees | Mgmt | For | For | For |

## China Three Gorges Renewables (Group) Co., Ltd.

**Meeting Date:** 01/15/2026 **Country:** China **Ticker:** 600905
**Record Date:** 01/06/2026 **Meeting Type:** Special
**Primary Security ID:** Y1521K106

**Shares Voted:** 215,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 1.1 | Elect Zhu Chengjun as Director | Mgmt | For | For | For |
| 1.2 | Elect Liu Zi as Director | Mgmt | For | For | For |
| 1.3 | Elect Li Xiufeng as Director | Mgmt | For | For | For |
| 1.4 | Elect Zhao Zenghai as Director | Mgmt | For | For | For |
| 1.5 | Elect Zhang Kunjie as Director | Mgmt | For | For | For |
| | ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 2.1 | Elect Du Zhigang as Director | Mgmt | For | For | For |
| 2.2 | Elect Hu Yiguang as Director | Mgmt | For | For | For |
| 2.3 | Elect Zhao Xueyuan as Director | Mgmt | For | For | For |

## D.R. Horton, Inc.

**Meeting Date:** 01/15/2026 **Country:** USA **Ticker:** DHI
**Record Date:** 12/01/2025 **Meeting Type:** Annual
**Primary Security ID:** 23331A109

**Shares Voted:** 1,224

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director David V. Auld | Mgmt | For | For | For |
| 1b | Elect Director Paul J. Romanowski | Mgmt | For | For | For |
| 1c | Elect Director Brad S. Anderson | Mgmt | For | For | For |
| 1d | Elect Director Benjamin S. Carson, Sr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director M. Chad Crow | Mgmt | For | For | For |
| 1f | Elect Director Elaine D. Crowley | Mgmt | For | For | For |
| 1g | Elect Director Maribess L. Miller | Mgmt | For | For | For |

## D.R. Horton, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Barbara R. Smith | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: The company has not disclosed any short- and long-term E&S performance incentives; and The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## JTC Plc

**Meeting Date:** 01/15/2026 **Country:** Jersey **Ticker:** JTC
**Record Date:** 01/13/2026 **Meeting Type:** Special
**Primary Security ID:** G5211H117

**Shares Voted:** 698

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Matters Relating to the Recommended Cash Acquisition of JTC plc by Papilio Bidco Limited | Mgmt | For | For | For |

## JTC Plc

**Meeting Date:** 01/15/2026 **Country:** Jersey **Ticker:** JTC
**Record Date:** 01/13/2026 **Meeting Type:** Court
**Primary Security ID:** G5211H117

**Shares Voted:** 698

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Court Meeting | Mgmt | | | |
| 1 | Approve Scheme of Arrangement | Mgmt | For | For | For |

## Micron Technology, Inc.

**Meeting Date:** 01/15/2026 **Country:** USA **Ticker:** MU
**Record Date:** 11/17/2025 **Meeting Type:** Annual
**Primary Security ID:** 595112103

## Micron Technology, Inc.

**Shares Voted:** 11,554

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Lynn A. Dugle | Mgmt | For | For | For |
| 1b | Elect Director Steven J. Gomo | Mgmt | For | For | For |
| 1c | Elect Director Linnie M. Haynesworth | Mgmt | For | For | For |
| 1d | Elect Director T. Mark Liu | Mgmt | For | For | For |
| 1e | Elect Director Sanjay Mehrotra | Mgmt | For | For | For |
| 1f | Elect Director A. Christine Simons | Mgmt | For | For | For |
| 1g | Elect Director Robert H. Swan | Mgmt | For | For | For |
| 1h | Elect Director MaryAnn Wright | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.*

## Next Plc

**Meeting Date:** 01/15/2026 **Country:** United Kingdom **Ticker:** NXT

**Record Date:** 01/13/2026 **Meeting Type:** Special

**Primary Security ID:** G6500M106

**Shares Voted:** 2,712

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Articles of Association | Mgmt | For | For | For |
| 2 | Authorise Issue of B Shares | Mgmt | For | For | For |

# Ningbo Deye Technology Co., Ltd.

**Meeting Date:** 01/15/2026 **Country:** China **Ticker:** 605117
**Record Date:** 01/08/2026 **Meeting Type:** Special
**Primary Security ID:** Y6368K101

**Shares Voted:** 6,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Issuance of H Class Shares and Listing in The Stock Exchange of Hong Kong Limited | Mgmt | For | For | For |
| | APPROVE PLAN ON ISSUANCE OF H CLASS SHARES AND LISTING IN THE STOCK EXCHANGE OF HONG KONG LIMITED | Mgmt | | | |
| 2.1 | Approve Listing Location | Mgmt | For | For | For |
| 2.2 | Approve Share Type and Par Value | Mgmt | For | For | For |
| 2.3 | Approve Issuance and Issue Time | Mgmt | For | For | For |
| 2.4 | Approve Issue Manner | Mgmt | For | For | For |
| 2.5 | Approve Issue Size | Mgmt | For | For | For |
| 2.6 | Approve Pricing Method | Mgmt | For | For | For |
| 2.7 | Approve Target Subscribers | Mgmt | For | For | For |
| 2.8 | Approve Issue Principle | Mgmt | For | For | For |
| 2.9 | Approve Issuance and Listing Expenses | Mgmt | For | For | For |
| 2.10 | Approve Selection and Appointment of Intermediary | Mgmt | For | For | For |
| 3 | Approve Conversion to an Overseas Fundraising Company | Mgmt | For | For | For |
| 4 | Approve Usage Plan of Raised Funds | Mgmt | For | For | For |
| 5 | Approve Resolution Validity Period | Mgmt | For | For | For |
| 6 | Approve Authorization of the Board and its Authorized Persons to Handle All Related Matters | Mgmt | For | For | For |
| 7 | Approve Distribution Arrangement of Cumulative Earnings | Mgmt | For | For | For |
| 8 | Approve Purchase of Liability Insurance for Directors and Senior Management Members and Prospectus Liability Insurance | Mgmt | For | For | For |

## Ningbo Deye Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Approve to Appoint Auditor for the Issuance and Listing of H-shares | Mgmt | For | For | For |
| 10 | Approve Amendment of the Articles of Association (Draft) (Applicable After the Issuance and Listing of H Shares) and Related Rules of Procedure | Mgmt | For | For | For |
| | APPROVE AMENDMENT AND FORMULATION OF CERTAIN INTERNAL GOVERNANCE SYSTEMS APPLICABLE AFTER THE ISSUANCE AND LISTING OF H SHARES | Mgmt | | | |
| 11.1 | Amend Working System for Independent Directors (Draft) (Applicable After the Issuance and Listing of H Shares) | Mgmt | For | For | For |
| 11.2 | Amend Related-Party Transaction Management System (Draft) (Applicable After the Issuance and Listing of H Shares) | Mgmt | For | For | For |
| 11.3 | Amend Management System for Providing External Investments (Draft) (Applicable After the Issuance and Listing of H Shares) | Mgmt | For | For | For |
| 11.4 | Amend Management System for Providing External Guarantees (Draft) (Applicable After the Issuance and Listing of H Shares) | Mgmt | For | For | For |
| 11.5 | Amend Management System for Raised Funds (Draft) (Applicable After the Issuance and Listing of H Shares) | Mgmt | For | For | For |
| 12 | Elect Lu Zhichao as Independent Director | Mgmt | For | For | For |
| 13 | Approve Determine the Role of the Company's Directors | Mgmt | For | For | For |

## Coca-Cola HBC AG

**Meeting Date:** 01/19/2026 **Country:** Switzerland **Ticker:** CCH

**Record Date:** 01/13/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** H1512E100

## Coca-Cola HBC AG

**Shares Voted:** 980

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Articles of Association Re: Introduction of a Capital Band Provision in Article 6a | Mgmt | For | For | For |
| 2 | Amend Articles of Association Re: Introduction of Article 10a | Mgmt | For | For | For |
| 3 | Amend Articles of Association Re: Amendment of Article 28 para. 2 and Introduction of Article 28 para. 2bis, Article 28 para. 2ter, and Article 29bis | Mgmt | For | For | For |

## KGHM Polska Miedz SA

**Meeting Date:** 01/20/2026 **Country:** Poland **Ticker:** KGH

**Record Date:** 01/04/2026 **Meeting Type:** Special

**Primary Security ID:** X45213109

**Shares Voted:** 4,187

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chairman | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| | Shareholder Proposals | Mgmt | | | |
| 5.1 | Recall Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; and * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 5.2 | Elect Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; and * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 6 | Approve Decision on Covering Costs of Convocation of EGM | SH | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted following the negative vote recommendations for Items 5.1-5.2.* | | | | |
| | Management Proposal | Mgmt | | | |
| 7 | Close Meeting | Mgmt | | | |

## PKO Bank Polski SA

**Meeting Date:** 01/20/2026 **Country:** Poland **Ticker:** PKO
**Record Date:** 01/04/2026 **Meeting Type:** Special
**Primary Security ID:** X6919X108

**Shares Voted:** 18,318

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chairman | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by the State Treasury | Mgmt | | | |
| 5.1 | Recall Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; and * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 5.2 | Elect Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; and * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 6 | Approve Collective Suitability Assessment of Supervisory Board Members | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; and * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 7 | Approve Decision on Covering Costs of Convocation of EGM | SH | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted following the negative vote recommendations for Items 5.1-5.2 and 6.* | | | | |
| | Management Proposals | Mgmt | | | |
| 8 | Close Meeting | Mgmt | | | |

## Acuity Inc.

**Meeting Date:** 01/21/2026 **Country:** USA **Ticker:** AYI
**Record Date:** 11/24/2025 **Meeting Type:** Annual
**Primary Security ID:** 00508Y102

## Acuity Inc.

**Shares Voted:** 280

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Neil M. Ashe | Mgmt | For | For | For |
| 1b | Elect Director Marcia J. Avedon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director W. Patrick Battle | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Michael J. Bender | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director G. Douglas Dillard, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director James H. Hance, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Maya Leibman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Laura G. O'Shaughnessy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Mark J. Sachleben | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Intuit Inc.

**Meeting Date:** 01/22/2026 **Country:** USA **Ticker:** INTU

**Record Date:** 11/24/2025 **Meeting Type:** Annual

**Primary Security ID:** 461202103

## Intuit Inc.

**Shares Voted:** 2,796

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Eve Burton | Mgmt | For | For | For |
| 1b | Elect Director Scott D. Cook | Mgmt | For | For | For |
| 1c | Elect Director Richard L. Dalzell | Mgmt | For | For | For |
| 1d | Elect Director Sasan K. Goodarzi | Mgmt | For | For | For |
| 1e | Elect Director Deborah Liu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Tekedra Mawakana | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Forrest Norrod | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Vasant Prabhu | Mgmt | For | For | For |
| 1i | Elect Director Thomas Szkutak | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Raul Vazquez | Mgmt | For | For | For |
| 1k | Elect Director Eric S. Yuan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on the Return on Investment of the Company's Diversity and Inclusion Efforts | SH | Against | Against | Against |

## Jabil Inc.

**Meeting Date:** 01/22/2026 **Country:** USA **Ticker:** JBL

**Record Date:** 11/28/2025 **Meeting Type:** Annual

**Primary Security ID:** 466313103

## Jabil Inc.

**Shares Voted:** 502

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Anousheh Ansari | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Sujatha Chandrasekaran | Mgmt | For | For | For |
| 1c | Elect Director Michael Dastoor | Mgmt | For | For | For |
| 1d | Elect Director Christopher S. Holland | Mgmt | For | For | For |
| 1e | Elect Director John C. Plant | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST John Plant and N.V. (Tiger) Tyagarajan is warranted for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences.* | | | | |
| 1f | Elect Director Steven A. Raymund | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director N.V. "Tiger" Tyagarajan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST John Plant and N.V. (Tiger) Tyagarajan is warranted for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |

## Santander Bank Polska SA

**Meeting Date:** 01/22/2026 **Country:** Poland **Ticker:** SPL

**Record Date:** 01/06/2026 **Meeting Type:** Special

**Primary Security ID:** X0646L107

**Shares Voted:** 1,245

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chairman | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |

## Santander Bank Polska SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Approve Individual and Collective Suitability of Supervisory Board Members | Mgmt | For | For | For |
| 6.1 | Elect Peter Bosek as Supervisory Board Member | Mgmt | For | For | For |
| 6.2 | Elect Stefan Dorfler as Supervisory Board Member | Mgmt | For | For | For |
| 6.3 | Elect Alexandra Habeler-Drabek as Supervisory Board Member | Mgmt | For | For | For |
| 6.4 | Elect Maurizio Poletto as Supervisory Board Member | Mgmt | For | For | For |
| 7 | Elect Peter Bosek as Chairman of Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Item 7 is warranted because upon election of Peter Bosek as board chair, this candidate would be considered overboarded. Votes FOR the items 6.1 – 6.4 are warranted, because the level of independence of the resulting board composition would be equal to 50 percent; and the board is sufficiently gender diverse.* | | | | |
| 8 | Change Company Name to Erste Bank Polska S.A. | Mgmt | For | For | For |
| 9 | Amend Statute | Mgmt | For | For | For |
| 10 | Amend Internal Regulations in Connection with Bank's Name Change | Mgmt | For | For | For |
| 11 | Amend April 18, 20240, AGM, Resolution Re: Approve Remuneration of Supervisory Board Members | Mgmt | For | For | For |
| 12 | Receive Information on Amendments Introduced by the Supervisory Board to the Terms of Reference of the Supervisory Board | Mgmt | | | |
| 13 | Close Meeting | Mgmt | | | |

## SSP Group Plc

**Meeting Date:** 01/23/2026 **Country:** United Kingdom **Ticker:** SSPG

**Record Date:** 01/21/2026 **Meeting Type:** Annual

**Primary Security ID:** G8402N125

**Shares Voted:** 6,367

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |

# SSP Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Re-elect Carolyn Bradley as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Carolyn Bradley, Karina Deacon, Timothy (Tim) Lodge, Apurvi Sheth and Judith (Judy) Vezmar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5 | Re-elect Patrick Coveney as Director | Mgmt | For | For | For |
| 6 | Re-elect Tim Lodge as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Carolyn Bradley, Karina Deacon, Timothy (Tim) Lodge, Apurvi Sheth and Judith (Judy) Vezmar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7 | Re-elect Judy Vezmar as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Carolyn Bradley, Karina Deacon, Timothy (Tim) Lodge, Apurvi Sheth and Judith (Judy) Vezmar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8 | Re-elect Apurvi Sheth as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Carolyn Bradley, Karina Deacon, Timothy (Tim) Lodge, Apurvi Sheth and Judith (Judy) Vezmar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Karina Deacon as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Carolyn Bradley, Karina Deacon, Timothy (Tim) Lodge, Apurvi Sheth and Judith (Judy) Vezmar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Elect Geert Verellen as Director | Mgmt | For | For | For |
| 11 | Appoint Grant Thornton UK LLP as Auditors | Mgmt | For | For | For |
| 12 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 13 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 17 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 18 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Grupo Aeroportuario del Sureste SA de CV

**Meeting Date:** 01/26/2026 **Country:** Mexico **Ticker:** ASURB
**Record Date:** 01/16/2026 **Meeting Type:** Ordinary Shareholders
**Primary Security ID:** P4950Y100

**Shares Voted:** 2,610

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Acquisition of up to 100 Percent of Shares and/or Assets of Companhia de Participacoes em Concessoes | Mgmt | For | For | For |
| 2 | Approve Contracting of Debt to Enter in Contracts to Implement Transaction under Previous Item 1 | Mgmt | For | For | For |
| 3.a | Authorize Claudio R. Gongora Morales to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 3.b | Authorize Rafael Robles Miaja to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 3.c | Authorize Ana Maria Poblanno Chanona to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Becton, Dickinson and Company

**Meeting Date:** 01/27/2026 **Country:** USA **Ticker:** BDX
**Record Date:** 12/08/2025 **Meeting Type:** Annual
**Primary Security ID:** 075887109

**Shares Voted:** 5,945

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director William M. Brown | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Carrie L. Byington | Mgmt | For | For | For |
| 1.3 | Elect Director R. Andrew Eckert | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Claire M. Fraser | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Gregory J. Hayes | Mgmt | For | For | For |
| 1.6 | Elect Director Jeffrey W. Henderson | Mgmt | For | For | For |

## Becton, Dickinson and Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director Robert L. Huffines | Mgmt | For | For | For |
| 1.8 | Elect Director Christopher Jones | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Thomas E. Polen | Mgmt | For | For | For |
| 1.10 | Elect Director Timothy M. Ring | Mgmt | For | For | For |
| 1.11 | Elect Director Bertram L. Scott | Mgmt | For | For | For |
| 1.12 | Elect Director Joanne Waldstreicher | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.13 | Elect Director Jacqueline Wright | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## DiaSorin SpA

**Meeting Date:** 01/27/2026
**Country:** Italy
**Ticker:** DIA
**Record Date:** 01/16/2026
**Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** T3475Y104

**Shares Voted:** 282

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 1 | Approve the Elimination of the Par Value of Shares; Amend Article 5 | Mgmt | For | For | For |
| 2 | Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5 | Mgmt | For | For | For |

# Hormel Foods Corporation

**Meeting Date:** 01/27/2026 **Country:** USA **Ticker:** HRL

**Record Date:** 11/28/2025 **Meeting Type:** Annual

**Primary Security ID:** 440452100

**Shares Voted:** 12,069

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director D. Scott Aakre | Mgmt | For | For | For |
| 1b | Elect Director Gary C. Bhojwani | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Jeffrey M. Ettinger | Mgmt | For | For | For |
| 1d | Elect Director John F. Ghingo | Mgmt | For | For | For |
| 1e | Elect Director Stephen M. Lacy | Mgmt | For | For | For |
| 1f | Elect Director Elsa A. Murano | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director William A. Newlands | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Christopher J. Policinski | Mgmt | For | For | For |
| 1i | Elect Director Debbra L. Schoneman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Sally J. Smith | Mgmt | For | For | For |
| 1k | Elect Director Steven A. White | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1l | Elect Director Michael P. Zechmeister | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control* | | | | |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan cost is excessive - The estimated duration of available and proposed shares exceeds six years - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan allows broad discretion to accelerate vesting* | | | | |

## Per Aarsleff Holding A/S

**Meeting Date:** 01/27/2026 **Country:** Denmark **Ticker:** PAAL.B
**Record Date:** 01/20/2026 **Meeting Type:** Annual
**Primary Security ID:** K7627X145

**Shares Voted:** 106

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of DKK 12 Per Share | Mgmt | For | For | For |
| 4 | Approve Discharge of Management and Board | Mgmt | For | For | For |
| 5.1 | Approve Remuneration Report | Mgmt | For | For | For |
| 5.2 | Approve Guidelines for Incentive-Based Compensation for Executive Management and Board | Mgmt | For | For | For |
| 5.3 | Approve Remuneration of Directors for 2025/26 in the Aggregate Amount of DKK 375,000 | Mgmt | For | For | For |
| 6.a) | Reelect Jorgen Dencker Wisborg as Director | Mgmt | For | For | For |
| 6.b) | Reelect Lars-Peter Sobye as Director | Mgmt | For | For | For |
| 6.c) | Reelect Charlotte Strand as Director | Mgmt | For | For | For |
| 6.d) | Reelect Klaus Kaae as Director | Mgmt | For | For | For |
| 6.e) | Reelect Pernille Lind Olsen as Director | Mgmt | For | For | For |
| 6.f) | Reelect Mette Kynne Frandsen as Director | Mgmt | For | For | For |
| 6.g) | Reelect Per Eslund Asmussen as Director | Mgmt | For | For | For |
| 7.1 | Ratify Deloitte as Auditor | Mgmt | For | For | For |
| 7.2 | Appoint Deloitte as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 8 | Other Business | Mgmt | | | |

## Reckitt Benckiser Group Plc

**Meeting Date:** 01/27/2026 **Country:** United Kingdom **Ticker:** RKT
**Record Date:** 01/23/2026 **Meeting Type:** Special
**Primary Security ID:** G74079107

## Reckitt Benckiser Group Plc

**Shares Voted:** 2,873

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Special Dividend | Mgmt | For | For | For |
| 2 | Approve Share Consolidation | Mgmt | For | For | For |
| 3 | Authorise Issue of Equity | Mgmt | For | For | For |
| 4 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 5 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 6 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Visa Inc.

**Meeting Date:** 01/27/2026 **Country:** USA **Ticker:** V

**Record Date:** 12/01/2025 **Meeting Type:** Annual

**Primary Security ID:** 92826C839

**Shares Voted:** 11,770

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Lloyd A. Carney | Mgmt | For | For | For |
| 1b | Elect Director Kermit R. Crawford | Mgmt | For | For | For |
| 1c | Elect Director Francisco Javier Fernández-Carbajal | Mgmt | For | For | For |
| 1d | Elect Director Teri L. List | Mgmt | For | For | For |
| 1e | Elect Director John F. Lundgren | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Ryan McInerney | Mgmt | For | For | For |
| 1g | Elect Director Denise M. Morrison | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Pamela Murphy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director William Ready | Mgmt | For | For | For |

## Visa Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Linda J. Rendle | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Maynard G. Webb, Jr. | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 6 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |
| 7 | Report on AI-Driven Online Sexual Exploitation | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. While the company has made strides to combat illegal activities especially through the use of AI, the company's exposure to emerging operational, financial and public welfare risks from the potential use of Visa products for AI-driven sexual exploitation is imminent. Increased transparency would allow shareholders to adequately evaluate how the company is managing legal, regulatory, and reputational risks associated with child safety issues on the company s products.* | | | | |
| 8 | Report on the Return on Investment of the Company's Inclusion Programs | SH | Against | Against | Against |

## Waters Corporation

**Meeting Date:** 01/27/2026 **Country:** USA **Ticker:** WAT

**Record Date:** 12/19/2025 **Meeting Type:** Special

**Primary Security ID:** 941848103

**Shares Voted:** 1,099

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

## Accenture Plc

**Meeting Date:** 01/28/2026 **Country:** Ireland **Ticker:** ACN
**Record Date:** 12/01/2025 **Meeting Type:** Annual
**Primary Security ID:** G1151C101

**Shares Voted:** 7,018

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Martin Brudermüller | Mgmt | For | For | For |
| 1b | Elect Director Alan Jope | Mgmt | For | For | For |
| 1c | Elect Director Nancy McKinstry | Mgmt | For | For | For |
| 1d | Elect Director Jennifer Nason | Mgmt | For | For | For |
| 1e | Elect Director Paula A. Price | Mgmt | For | For | For |
| 1f | Elect Director Venkata (Murthy) Renduchintala | Mgmt | For | For | For |
| 1g | Elect Director Arun Sarin | Mgmt | For | For | For |
| 1h | Elect Director Julie Sweet | Mgmt | For | For | For |
| 1i | Elect Director Tracey T. Travis | Mgmt | For | For | For |
| 1j | Elect Director Masahiko Uotani | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors and Authorise Their Remuneration | Mgmt | For | For | For |
| 5 | Authorize Board to Issue Shares under Irish Law | Mgmt | For | For | For |
| 6 | Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law | Mgmt | For | For | For |
| 7 | Determine Price Range for Reissuance of Treasury Shares | Mgmt | For | For | For |

## Air Products and Chemicals, Inc.

**Meeting Date:** 01/28/2026 **Country:** USA **Ticker:** APD
**Record Date:** 12/01/2025 **Meeting Type:** Annual
**Primary Security ID:** 009158106

**Shares Voted:** 1,151

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Tonit M. Calaway | Mgmt | For | Against | Against |

## Air Products and Chemicals, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Andrew ("Drew") W. Evans | Mgmt | For | For | For |
| 1c | Elect Director Jessica Trocchi Graziano | Mgmt | For | For | For |
| 1d | Elect Director Paul C. Hilal | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Eduardo Menezes | Mgmt | For | For | For |
| 1f | Elect Director Bhavesh V. ("Bob") Patel | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Dennis H. Reilley | Mgmt | For | For | For |
| 1h | Elect Director Wayne T. Smith | Mgmt | For | For | For |
| 1i | Elect Director Alfred Stern | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Howard Ungerleider | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## CGI Inc.

**Meeting Date:** 01/28/2026 **Country:** Canada **Ticker:** GIB.A

**Record Date:** 12/01/2025 **Meeting Type:** Annual

**Primary Security ID:** 12532H104

**Shares Voted:** 6,401

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Francois Boulanger | Mgmt | For | For | For |
| 1.2 | Elect Director Sophie Brochu | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Sophie Brochu, Jacynthe Cote, Michael (Mike) Pedersen and Mary Powell for lack of diversity on the board.* | | | | |
| 1.3 | Elect Director George A. Cope | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Sophie Brochu, Jacynthe Cote, Michael (Mike) Pedersen and Mary Powell for lack of diversity on the board.* | | | | |

# CGI Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Elect Director Jacynthe Cote | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Sophie Brochu, Jacynthe Cote, Michael (Mike) Pedersen and Mary Powell for lack of diversity on the board.* | | | | |
| 1.5 | Elect Director Julie Godin | Mgmt | For | For | For |
| 1.6 | Elect Director Serge Godin | Mgmt | For | For | For |
| 1.7 | Elect Director Gilles Labbe | Mgmt | For | For | For |
| 1.8 | Elect Director Michael B. Pedersen | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Sophie Brochu, Jacynthe Cote, Michael (Mike) Pedersen and Mary Powell for lack of diversity on the board.* | | | | |
| 1.9 | Elect Director Stephen S. Poloz | Mgmt | For | For | For |
| 1.10 | Elect Director Mary G. Powell | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Cope, Sophie Brochu, Jacynthe Cote, Michael (Mike) Pedersen and Mary Powell for lack of diversity on the board.* | | | | |
| 1.11 | Elect Director Alison C. Reed | Mgmt | For | For | For |
| 1.12 | Elect Director George D. Schindler | Mgmt | For | For | For |
| 1.13 | Elect Director Kathy N. Waller | Mgmt | For | For | For |
| 2 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| | Shareholder Proposals | Mgmt | | | |
| 3 | SP 1: Strengthen Participation in Annual General Meetings | SH | Against | Against | Against |
| 4 | SP 2: Enhance Transparency and Shareholder Dialogue in a Multiple Voting Shares Context | SH | Against | Against | Against |
| 5 | SP 3: Adjust Governance Practices in Light of the Risks Related to Trade Tensions with the United States | SH | Against | Against | Against |
| 6 | SP 4: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal. Virtual-only meetings can, among other concerns, limit meaningful engagement between management and shareholders, allow management to avoid challenging questions, increase the risk of marginalizing certain shareholders, and contribute to the erosion of shareholder rights. Despite most investors consistently expressing a preference for hybrid meetings, the company continues to hold virtual-only meetings without a compelling rationale. This is particularly concerning given the companies restrictive rules of conduct that aim to limit shareholder voices by enabling management to avoid uncomfortable questions. As such, the shareholder proposal warrants support at this time.* | | | | |

## Jacobs Solutions Inc.

**Meeting Date:** 01/28/2026 **Country:** USA **Ticker:** J
**Record Date:** 12/03/2025 **Meeting Type:** Annual
**Primary Security ID:** 46982L108

**Shares Voted:** 9,533

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Robert V. Pragada | Mgmt | For | For | For |
| 1b | Elect Director Louis V. Pinkham | Mgmt | For | For | For |
| 1c | Elect Director Priya Abani | Mgmt | For | For | For |
| 1d | Elect Director Diane M. Bryant | Mgmt | For | For | For |
| 1e | Elect Director Michael M. Collins | Mgmt | For | For | For |
| 1f | Elect Director Manny Fernandez | Mgmt | For | For | For |
| 1g | Elect Director Mary M. Jackson | Mgmt | For | For | For |
| 1h | Elect Director Georgette D. Kiser | Mgmt | For | For | For |
| 1i | Elect Director Robert A. McNamara | Mgmt | For | For | For |
| 1j | Elect Director Julie A. Sloat | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Omnicom Group Inc.

**Meeting Date:** 01/28/2026 **Country:** USA **Ticker:** OMC
**Record Date:** 12/17/2025 **Meeting Type:** Special
**Primary Security ID:** 681919106

**Shares Voted:** 2,012

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

## Terex Corporation

**Meeting Date:** 01/28/2026 **Country:** USA **Ticker:** TEX
**Record Date:** 12/16/2025 **Meeting Type:** Special
**Primary Security ID:** 880779103

## Terex Corporation

**Shares Voted:** 808

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

## Atkore Inc.

**Meeting Date:** 01/29/2026 **Country:** USA **Ticker:** ATKR

**Record Date:** 12/02/2025 **Meeting Type:** Annual

**Primary Security ID:** 047649108

**Shares Voted:** 499

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Franklin S. Edmonds, Jr. | Mgmt | For | For | For |
| 1b | Elect Director B. Joanne Edwards | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Jeri L. Isbell | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Wilbert W. James, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Justin A. Kershaw | Mgmt | For | For | For |
| 1f | Elect Director Scott H. Muse | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Michael V. Schrock | Mgmt | For | For | For |
| 1h | Elect Director William E. Waltz, Jr. | Mgmt | For | For | For |
| 1i | Elect Director Betty R. Wynn | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director A. Mark Zeffiro | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Atkore Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Greencore Group Plc

**Meeting Date:** 01/29/2026 **Country:** Ireland **Ticker:** GNC

**Record Date:** 01/25/2026 **Meeting Type:** Annual

**Primary Security ID:** G40866124

**Shares Voted:** 3,816

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports and Review the Company's Affairs | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3.(a) | Re-elect Leslie Van de Walle as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Philippe Van de Walle, Linda Hickey, Alastair Murray and Helen Rose is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3.(b) | Re-elect Dalton Philips as Director | Mgmt | For | For | For |
| 3.(c) | Re-elect Catherine Gubbins as Director | Mgmt | For | For | For |
| 3.(d) | Re-elect Linda Hickey as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Philippe Van de Walle, Linda Hickey, Alastair Murray and Helen Rose is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3.(e) | Re-elect Alastair Murray as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Philippe Van de Walle, Linda Hickey, Alastair Murray and Helen Rose is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3.(f) | Re-elect Anne O'Leary as Director | Mgmt | For | For | For |
| 3.(g) | Re-elect Helen Rose as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Philippe Van de Walle, Linda Hickey, Alastair Murray and Helen Rose is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3.(h) | Re-elect Harshitkumar Shah as Director | Mgmt | For | For | For |
| 4 | Approve Remuneration Report | Mgmt | For | For | For |
| 5 | Approve Remuneration Policy | Mgmt | For | For | For |
| 6 | Ratify Deloitte Ireland LLP as Auditors | Mgmt | For | For | For |

## Greencore Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 8 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 9 | Authorise Issue of Equity | Mgmt | For | For | For |
| 10 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 11 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 12 | Authorise Market Purchase of Shares | Mgmt | For | For | For |
| 13 | Authorise the Re-allotment of Treasury Shares | Mgmt | For | For | For |
| 14 | Amend Performance Share Plan | Mgmt | For | For | For |

## Kenvue Inc.

**Meeting Date:** 01/29/2026 **Country:** USA **Ticker:** KVUE
**Record Date:** 12/11/2025 **Meeting Type:** Special
**Primary Security ID:** 49177J102

**Shares Voted:** 19,188

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## Kimberly-Clark Corporation

**Meeting Date:** 01/29/2026 **Country:** USA **Ticker:** KMB
**Record Date:** 12/11/2025 **Meeting Type:** Special
**Primary Security ID:** 494368103

**Shares Voted:** 3,494

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

## Kobe Bussan Co., Ltd.

**Meeting Date:** 01/29/2026 **Country:** Japan **Ticker:** 3038
**Record Date:** 10/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J3478K102

**Shares Voted:** 2,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Numata, Hirokazu | Mgmt | For | For | For |
| 1.2 | Elect Director Tanaka, Yasuhiro | Mgmt | For | For | For |
| 1.3 | Elect Director Kido, Yasuharu | Mgmt | For | For | For |
| 1.4 | Elect Director Asami, Kazuo | Mgmt | For | For | For |
| 1.5 | Elect Director Nishida, Satoshi | Mgmt | For | For | For |
| 1.6 | Elect Director Watanabe, Akihito | Mgmt | For | For | For |
| 2.1 | Elect Director and Audit Committee Member Masada, Koichi | Mgmt | For | For | For |
| 2.2 | Elect Director and Audit Committee Member Ieki, Takeshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.* | | | | |
| 2.3 | Elect Director and Audit Committee Member Nomura, Sachiko | Mgmt | For | For | For |

## Trainline Plc

**Meeting Date:** 01/29/2026 **Country:** United Kingdom **Ticker:** TRN
**Record Date:** 01/27/2026 **Meeting Type:** Special
**Primary Security ID:** G8992Y119

**Shares Voted:** 3,657

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Digi International Inc.

**Meeting Date:** 01/30/2026 **Country:** USA **Ticker:** DGII
**Record Date:** 12/08/2025 **Meeting Type:** Annual
**Primary Security ID:** 253798102

## Digi International Inc.

**Shares Voted:** 335

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Satbir Khanuja | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Ronald E. Konezny | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## thyssenkrupp AG

**Meeting Date:** 01/30/2026 **Country:** Germany **Ticker:** TKA

**Record Date:** 01/08/2026 **Meeting Type:** Annual

**Primary Security ID:** D8398Q119

**Shares Voted:** 2,293

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2024/25 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.15 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Miguel Lopez Borrego for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Management Board Member Volkmar Dinstuhl for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.3 | Approve Discharge of Management Board Member Axel Hamann (from May 1, 2025) for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Management Board Member Ilse Henne for Fiscal Year 2024/25 | Mgmt | For | For | For |

# thyssenkrupp AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.5 | Approve Discharge of Management Board Member Wilfried von Rath (from April 1, 2025) for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.6 | Approve Discharge of Management Board Member Oliver Burkhard (until Jan. 31, 2025) for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.7 | Approve Discharge of Management Board Member Jens Schulte (until May 31, 2025) for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.1 | Approve Discharge of Supervisory Board Member Siegfried Russwurm for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Birgit Behrendt for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Supervisory Board Member Patrick Berard for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.5 | Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.6 | Approve Discharge of Supervisory Board Member Wolfgang Colberg for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.7 | Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.8 | Approve Discharge of Supervisory Board Member Angelika Gifford for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.9 | Approve Discharge of Supervisory Board Member Katrin Goebel-Krawinkel for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.10 | Approve Discharge of Supervisory Board Member Bernhard Guenther for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.11 | Approve Discharge of Supervisory Board Member Achim Hass for Fiscal Year 2024/25 | Mgmt | For | For | For |

# thyssenkrupp AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.12 | Approve Discharge of Supervisory Board Member Tanja Jacquemin for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.13 | Approve Discharge of Supervisory Board Member Daniela Jansen for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.14 | Approve Discharge of Supervisory Board Member Christian Julius for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.15 | Approve Discharge of Supervisory Board Member Thorsten Koch for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.16 | Approve Discharge of Supervisory Board Member Ingo Luge for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.17 | Approve Discharge of Supervisory Board Member Tekin Nasikkol for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.18 | Approve Discharge of Supervisory Board Member Verena Volpert for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.19 | Approve Discharge of Supervisory Board Member Ulrich Wilsberg for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.20 | Approve Discharge of Supervisory Board Member Kirstin Zeidler for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 5.1 | Ratify KPMG AG as Auditor for Fiscal Year 2025/26 and as Auditor for the Review of the Interim Financial Statements and Reports for Fiscal Year 2026/27 | Mgmt | For | For | For |
| 5.2 | Ratify KPMG AG as Auditors for Sustainability Reporting for Fiscal Year 2025/26 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7.1 | Elect Siegfried Russwurm to the Supervisory Board | Mgmt | For | For | For |
| 7.2 | Elect Birgit Behrendt to the Supervisory Board | Mgmt | For | For | For |
| 7.3 | Elect Patrick Berard to the Supervisory Board | Mgmt | For | For | For |

## thyssenkrupp AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.4 | Elect Wolfgang Colberg to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent members of the audit committee, Wolfgang Colberg and Bernhard Guenther, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7.5 | Elect Angelika Gifford to the Supervisory Board | Mgmt | For | For | For |
| 7.6 | Elect Bernhard Guenther to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent members of the audit committee, Wolfgang Colberg and Bernhard Guenther, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7.7 | Elect Ingo Luge to the Supervisory Board | Mgmt | For | For | For |

## Weichai Power Co., Ltd.

**Meeting Date:** 01/30/2026 **Country:** China **Ticker:** 2338

**Record Date:** 01/26/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y9531A109

**Shares Voted:** 79,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Proposed Extension of Performance of the Undertaking on Non-competition by Shandong Heavy Industry | Mgmt | For | For | For |
| 2 | Elect Zhang Weili as Director | Mgmt | For | For | For |
| 3 | Elect Wang Yanlei as Director | Mgmt | For | For | For |

## Jinko Solar Co., Ltd.

**Meeting Date:** 02/02/2026 **Country:** China **Ticker:** 688223

**Record Date:** 01/27/2026 **Meeting Type:** Special

**Primary Security ID:** Y4S532106

## Jinko Solar Co., Ltd.

**Shares Voted:** 81,097

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Introduction of Strategic Investor in Controlled Subsidiary to Implement Capital Increase and Share Expansion and Waiver of Pre-emptive Right by the Company | Mgmt | For | For | For |

## Dolby Laboratories, Inc.

**Meeting Date:** 02/03/2026 **Country:** USA **Ticker:** DLB

**Record Date:** 12/05/2025 **Meeting Type:** Annual

**Primary Security ID:** 25659T107

**Shares Voted:** 330

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kevin Yeaman | Mgmt | For | For | For |
| 1.2 | Elect Director Peter Gotcher | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director David Dolby | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are further warranted for David Dolby as his ownership of the supervoting shares through his relationship with the Dolby Family and affiliates provides him with voting power control of the company.* | | | | |
| 1.4 | Elect Director Tony Prophet | Mgmt | For | For | For |
| 1.5 | Elect Director Emily Rollins | Mgmt | For | For | For |
| 1.6 | Elect Director Simon Segars | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Anjali Sud | Mgmt | For | For | For |
| 1.8 | Elect Director Avadis Tevanian, Jr. | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.60 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

# Franklin Resources, Inc.

**Meeting Date:** 02/03/2026 **Country:** USA **Ticker:** BEN
**Record Date:** 12/05/2025 **Meeting Type:** Annual
**Primary Security ID:** 354613101

**Shares Voted:** 12,903

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mariann Byerwalter | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Alexander S. Friedman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Gregory E. Johnson | Mgmt | For | For | For |
| 1d | Elect Director Jennifer M. Johnson | Mgmt | For | For | For |
| 1e | Elect Director Rupert H. Johnson, Jr. | Mgmt | For | For | For |
| 1f | Elect Director John Y. Kim | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Karen M. King | Mgmt | For | For | For |
| 1h | Elect Director Anthony J. Noto | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director John W. Thiel | Mgmt | For | For | For |
| 1j | Elect Director Seth H. Waugh | Mgmt | For | For | For |
| 1k | Elect Director Geoffrey Y. Yang | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: The plan cost is excessive The three-year average burn rate is excessive The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary)* | | | | |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: The company has not disclosed any short- and long-term E&S performance incentives; and The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control.* | | | | |

# AJ Bell Plc

**Meeting Date:** 02/04/2026 **Country:** United Kingdom **Ticker:** AJB
**Record Date:** 02/02/2026 **Meeting Type:** Annual
**Primary Security ID:** G01457103

**Shares Voted:** 1,782

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Fiona Clutterbuck as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Fiona Clutterbuck, Eamonn Flanagan and Margaret Hassall is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5 | Re-elect Michael Summersgill as Director | Mgmt | For | For | For |
| 6 | Re-elect Peter Birch as Director | Mgmt | For | For | For |
| 7 | Re-elect Eamonn Flanagan as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Fiona Clutterbuck, Eamonn Flanagan and Margaret Hassall is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8 | Re-elect Fiona Fry as Director | Mgmt | For | For | For |
| 9 | Re-elect Margaret Hassall as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Fiona Clutterbuck, Eamonn Flanagan and Margaret Hassall is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Les Platts as Director | Mgmt | For | For | For |
| 11 | Re-elect Julie Chakraverty as Director | Mgmt | For | For | For |
| 12 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 17 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Banca Monte dei Paschi di Siena SpA

**Meeting Date:** 02/04/2026 **Country:** Italy **Ticker:** BMPS

**Record Date:** 01/26/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** T1188K429

**Shares Voted:** 22,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Business | Mgmt | | | |
| 0010 | Amend Company Bylaws Re: Article 13, Paragraph 3 Letter e), and Article 14, Paragraph 5 | Mgmt | For | For | For |
| 0020 | Amend Company Bylaws Re: Article 15, Paragraphs 2, 3, 5, 6 and 7, and Article 17, Paragraph 4 | Mgmt | For | For | For |
| 0030 | Amend Company Bylaws Re: Article 15, Paragraph 10 | Mgmt | For | For | For |
| 0040 | Amend Company Bylaws Re: Article 15, Paragraph 1, and Article 20, Paragraph 3 | Mgmt | For | For | For |
| 0050 | Amend Company Bylaws Re: Article 17, Paragraph 2 Letter j), Article 18, Paragraph 2, and Article 21, Paragraphs 2 and 3 | Mgmt | For | For | For |
| 0060 | Amend Company Bylaws Re: Article 25, Paragraph 8 | Mgmt | For | For | For |
| 0070 | Amend Company Bylaws Re: Article 31, Paragraph 1 Letters a) and b) | Mgmt | For | For | For |

## Grainger Plc

**Meeting Date:** 02/04/2026 **Country:** United Kingdom **Ticker:** GRI

**Record Date:** 02/02/2026 **Meeting Type:** Annual

**Primary Security ID:** G40432117

**Shares Voted:** 4,757

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Janette Bell as Director | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Justin Read, Janette Bell, Michael Brodtman and Carol Hui is warranted for lack of diversity on the board.*

## Grainger Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Re-elect Michael Brodtman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Justin Read, Janette Bell, Michael Brodtman and Carol Hui is warranted for lack of diversity on the board.* | | | | |
| 7 | Elect Simon Fraser as Director | Mgmt | For | For | For |
| 8 | Re-elect Helen Gordon as Director | Mgmt | For | For | For |
| 9 | Re-elect Robert Hudson as Director | Mgmt | For | For | For |
| 10 | Re-elect Carol Hui as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Justin Read, Janette Bell, Michael Brodtman and Carol Hui is warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect Justin Read as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Justin Read, Janette Bell, Michael Brodtman and Carol Hui is warranted for lack of diversity on the board.* | | | | |
| 12 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 17 | Authorise Market Purchase of Shares | Mgmt | For | For | For |
| 18 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 19 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 20 | Approve Revised and Updated 2017 Long-Term Incentive Plan | Mgmt | For | For | For |

## Compass Group Plc

**Meeting Date:** 02/05/2026 **Country:** United Kingdom **Ticker:** CPG

**Record Date:** 02/03/2026 **Meeting Type:** Annual

**Primary Security ID:** G23296208

# Compass Group Plc

**Shares Voted:** 7,126

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Ian Meakins as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Meakins, Anne-Francoise Nesmes, Liat Ben-Zur, John Bryant, Juliana Chugg, Arlene Isaacs-Lowe, Sundar Raman and Leanne Wood is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5 | Re-elect Dominic Blakemore as Director | Mgmt | For | For | For |
| 6 | Re-elect Petros Parras as Director | Mgmt | For | For | For |
| 7 | Re-elect Palmer Brown as Director | Mgmt | For | For | For |
| 8 | Re-elect Liat Ben-Zur as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Meakins, Anne-Francoise Nesmes, Liat Ben-Zur, John Bryant, Juliana Chugg, Arlene Isaacs-Lowe, Sundar Raman and Leanne Wood is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect John Bryant as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Meakins, Anne-Francoise Nesmes, Liat Ben-Zur, John Bryant, Juliana Chugg, Arlene Isaacs-Lowe, Sundar Raman and Leanne Wood is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Juliana Chugg as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Meakins, Anne-Francoise Nesmes, Liat Ben-Zur, John Bryant, Juliana Chugg, Arlene Isaacs-Lowe, Sundar Raman and Leanne Wood is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect Arlene Isaacs-Lowe as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Meakins, Anne-Francoise Nesmes, Liat Ben-Zur, John Bryant, Juliana Chugg, Arlene Isaacs-Lowe, Sundar Raman and Leanne Wood is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Re-elect Anne-Francoise Nesmes as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Meakins, Anne-Francoise Nesmes, Liat Ben-Zur, John Bryant, Juliana Chugg, Arlene Isaacs-Lowe, Sundar Raman and Leanne Wood is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Re-elect Sundar Raman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Meakins, Anne-Francoise Nesmes, Liat Ben-Zur, John Bryant, Juliana Chugg, Arlene Isaacs-Lowe, Sundar Raman and Leanne Wood is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

## Compass Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Re-elect Leanne Wood as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Meakins, Anne-Francoise Nesmes, Liat Ben-Zur, John Bryant, Juliana Chugg, Arlene Isaacs-Lowe, Sundar Raman and Leanne Wood is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 15 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 18 | Approve SAYE Share Option Scheme | Mgmt | For | For | For |
| 19 | Approve Amendments to the Share Incentive Plan | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 23 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 24 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Hologic, Inc.

**Meeting Date:** 02/05/2026 **Country:** USA **Ticker:** HOLX

**Record Date:** 12/22/2025 **Meeting Type:** Special

**Primary Security ID:** 436440101

**Shares Voted:** 3,364

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although cash severance is double-trigger and reasonably based and a portion of outstanding equity is double-trigger, a sizeable excise tax gross-up is payable to an NEO. In addition, approximately half of the CEO's outstanding equity will accelerate on a single-trigger basis.* | | | | |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

# The Sage Group plc.

**Meeting Date:** 02/05/2026 **Country:** United Kingdom **Ticker:** SGE

**Record Date:** 02/03/2026 **Meeting Type:** Annual

**Primary Security ID:** G7771K142

**Shares Voted:** 4,010

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect Jacqui Cartin as Director | Mgmt | For | For | For |
| 5 | Elect Lori Mitchell-Keller as Director | Mgmt | For | For | For |
| 6 | Re-elect Andrew Duff as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Duff, Annette Court, John Bates and Jonathan Bewes is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.* | | | | |
| 7 | Re-elect Steve Hare as Director | Mgmt | For | For | For |
| 8 | Re-elect John Bates as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Duff, Annette Court, John Bates and Jonathan Bewes is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.* | | | | |
| 9 | Re-elect Jonathan Bewes as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Duff, Annette Court, John Bates and Jonathan Bewes is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.* | | | | |
| 10 | Re-elect Maggie Chan Jones as Director | Mgmt | For | For | For |
| 11 | Re-elect Annette Court as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Duff, Annette Court, John Bates and Jonathan Bewes is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.* | | | | |
| 12 | Re-elect Roisin Donnelly as Director | Mgmt | For | For | For |
| 13 | Re-elect Derek Harding as Director | Mgmt | For | For | For |
| 14 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |

## The Sage Group plc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors | Mgmt | For | For | For |
| 18 | Approve Share Incentive Plan | Mgmt | For | For | For |
| 19 | Amend 2023 Colleague Share Purchase Plan | Mgmt | For | For | For |
| 20 | Approve Save and Share Plan | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 23 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 24 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 25 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Axcelis Technologies, Inc.

**Meeting Date:** 02/06/2026 **Country:** USA **Ticker:** ACLS
**Record Date:** 12/26/2025 **Meeting Type:** Special
**Primary Security ID:** 054540208

**Shares Voted:** 133

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

## Veeco Instruments Inc.

**Meeting Date:** 02/06/2026 **Country:** USA **Ticker:** VECO
**Record Date:** 12/26/2025 **Meeting Type:** Special
**Primary Security ID:** 922417100

**Shares Voted:** 233

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |

## Veeco Instruments Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## Mueller Water Products, Inc.

**Meeting Date:** 02/09/2026 **Country:** USA **Ticker:** MWA
**Record Date:** 12/12/2025 **Meeting Type:** Annual
**Primary Security ID:** 624758108

**Shares Voted:** 1,668

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Christian A. Garcia | Mgmt | For | For | For |
| 1.2 | Elect Director Brian C. Healy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Paul McAndrew | Mgmt | For | For | For |
| 1.4 | Elect Director Christine Ortiz | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Gregg C. Sengstack | Mgmt | For | For | For |
| 1.6 | Elect Director Jeffery S. Sharritts | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Bentina Chisolm Terry | Mgmt | For | For | For |
| 1.8 | Elect Director Stephen C. Van Arsdell | Mgmt | For | For | For |
| 1.9 | Elect Director Leland G. Weaver | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Insteel Industries Inc.

**Meeting Date:** 02/10/2026 **Country:** USA **Ticker:** IIIN
**Record Date:** 12/10/2025 **Meeting Type:** Annual
**Primary Security ID:** 45774W108

## Insteel Industries Inc.

**Shares Voted:** 1,375

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Abney S. Boxley, III | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Anne H. Lloyd | Mgmt | For | For | For |
| 1.3 | Elect Director Eric J. Zernikow | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |

## Rockwell Automation, Inc.

**Meeting Date:** 02/10/2026 **Country:** USA **Ticker:** ROK

**Record Date:** 12/15/2025 **Meeting Type:** Annual

**Primary Security ID:** 773903109

**Shares Voted:** 3,046

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| A.1 | Elect Director William P. Gipson | Mgmt | For | For | For |
| A.2 | Elect Director Pam Murphy | Mgmt | For | For | For |
| A.3 | Elect Director Robert W. Soderbery | Mgmt | For | For | For |
| B | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| C | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| D | Approve Omnibus Stock Plan | Mgmt | For | For | For |

## TUI AG

**Meeting Date:** 02/10/2026 **Country:** Germany **Ticker:** TUI1

**Record Date:** 02/03/2026 **Meeting Type:** Annual

**Primary Security ID:** D8484K455

# TUI AG

**Shares Voted:** 2,095

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2024/25 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.10 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Sebastian Ebel for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Management Board Member Mathias Kiep for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.3 | Approve Discharge of Management Board Member Peter Krueger for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Management Board Member Sybille Reiss for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.5 | Approve Discharge of Management Board Member David Schelp for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.1 | Approve Discharge of Supervisory Board Member Dieter Zetsche for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Supervisory Board Member Frank Jakobi for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Ingrid-Helen Arnold for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Supervisory Board Member Sonja Austermuehle for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.5 | Approve Discharge of Supervisory Board Member Christian Baier for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.6 | Approve Discharge of Supervisory Board Member Andreas Barczewski for Fiscal Year 2024/25 | Mgmt | For | For | For |

# TUI AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.7 | Approve Discharge of Supervisory Board Member Peter Bremme for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.8 | Approve Discharge of Supervisory Board Member Maria Corces for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.9 | Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.10 | Approve Discharge of Supervisory Board Member Edgar Ernst for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.11 | Approve Discharge of Supervisory Board Member Wolfgang Flintermann for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.12 | Approve Discharge of Supervisory Board Member Stefan Heinemann for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.13 | Approve Discharge of Supervisory Board Member Janina Kugel for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.14 | Approve Discharge of Supervisory Board Member Johan Lundgren for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.15 | Approve Discharge of Supervisory Board Member Coline McConville for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.16 | Approve Discharge of Supervisory Board Member Helena Murano for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.17 | Approve Discharge of Supervisory Board Member Mark Muratovic for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.18 | Approve Discharge of Supervisory Board Member Pepijn Rijvers for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.19 | Approve Discharge of Supervisory Board Member Joan Trian Riu for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.20 | Approve Discharge of Supervisory Board Member Anette Strempel for Fiscal Year 2024/25 | Mgmt | For | For | For |

## TUI AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.21 | Approve Discharge of Supervisory Board Member Rainald Thannisch for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.22 | Approve Discharge of Supervisory Board Member Tanja Viehl for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.23 | Approve Discharge of Supervisory Board Member Stefan Weinhofer for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 5.1 | Ratify Deloitte GmbH as Auditors for Fiscal Year 2025/26 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025/26 | Mgmt | For | For | For |
| 5.2 | Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025/26 | Mgmt | For | For | For |
| 6 | Ratify KPMG AG as Auditors for Fiscal Year 2026/27 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2026/27 | Mgmt | For | For | For |
| 7 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 8 | Elect Johan Lundgren to the Supervisory Board | Mgmt | For | For | For |
| 9.1 | Approve Virtual-Only Shareholder Meetings Until 2028 | Mgmt | For | For | For |
| 9.2 | Amend Articles Re: AGM Registration; Proxy Representation | Mgmt | For | For | For |
| 9.3 | Amend Articles Re: Power of Attorney | Mgmt | For | For | For |
| 10 | Approve Remuneration Report | Mgmt | For | For | For |

## PTC Inc.

**Meeting Date:** 02/11/2026 **Country:** USA **Ticker:** PTC

**Record Date:** 12/12/2025 **Meeting Type:** Annual

**Primary Security ID:** 69370C100

## PTC Inc.

**Shares Voted:** 1,574

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Neil Barua | Mgmt | For | For | For |
| 1.2 | Elect Director Mark Benjamin | Mgmt | For | For | For |
| 1.3 | Elect Director Robert Bernshteyn | Mgmt | For | For | For |
| 1.4 | Elect Director Janice Chaffin | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Michal Katz | Mgmt | For | For | For |
| 1.6 | Elect Director Corinna Lathan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director James Lico | Mgmt | For | For | For |
| 1.8 | Elect Director Trac Pham | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.71 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

## Qorvo, Inc.

**Meeting Date:** 02/11/2026 **Country:** USA **Ticker:** QRVO
**Record Date:** 12/23/2025 **Meeting Type:** Special
**Primary Security ID:** 74736K101

**Shares Voted:** 435

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## Skyworks Solutions, Inc.

**Meeting Date:** 02/11/2026 **Country:** USA **Ticker:** SWKS
**Record Date:** 12/23/2025 **Meeting Type:** Special
**Primary Security ID:** 83088M102

## Skyworks Solutions, Inc.

**Shares Voted:** 781

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

## Aurubis AG

**Meeting Date:** 02/12/2026 **Country:** Germany **Ticker:** NDA

**Record Date:** 01/21/2026 **Meeting Type:** Annual

**Primary Security ID:** D10004105

**Shares Voted:** 187

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2024/25 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 1.60 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 5 | Ratify Deloitte GmbH as Auditors for Fiscal Year 2025/26 and for the Review of Interim Financial Reports for the Fiscal year 2026/27 | Mgmt | For | For | For |
| 6 | Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025/26 | Mgmt | For | For | For |
| 7 | Approve Remuneration of Supervisory Board | Mgmt | For | For | For |
| 8 | Approve Remuneration Report | Mgmt | For | For | For |
| 9 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 10 | Approve Virtual-Only Shareholder Meetings Until 2028 | Mgmt | For | For | For |

## Confluent, Inc.

**Meeting Date:** 02/12/2026 **Country:** USA **Ticker:** CFLT
**Record Date:** 01/07/2026 **Meeting Type:** Special
**Primary Security ID:** 20717M103

**Shares Voted:** 1,319

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## easyJet Plc

**Meeting Date:** 02/12/2026 **Country:** United Kingdom **Ticker:** EZJ
**Record Date:** 02/10/2026 **Meeting Type:** Annual
**Primary Security ID:** G3030S109

**Shares Voted:** 3,145

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Sir Stephen Hester as Director | Mgmt | For | For | For |
| 5 | Re-elect Kenton Jarvis as Director | Mgmt | For | For | For |
| 6 | Re-elect Jan De Raeymaeker as Director | Mgmt | For | For | For |
| 7 | Re-elect Catherine Bradley as Director | Mgmt | For | For | For |
| 8 | Re-elect Julie Chakraverty as Director | Mgmt | For | For | For |
| 9 | Re-elect Ryanne van der Eijk as Director | Mgmt | For | For | For |
| 10 | Re-elect Harald Eisenacher as Director | Mgmt | For | For | For |
| 11 | Re-elect David Robbie as Director | Mgmt | For | For | For |
| 12 | Re-elect Sue Clark as Director | Mgmt | For | For | For |
| 13 | Elect Elyes Mrad as Director | Mgmt | For | For | For |
| 14 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## easyJet Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Ryerson Holding Corporation

**Meeting Date:** 02/12/2026 **Country:** USA **Ticker:** RYI

**Record Date:** 01/12/2026 **Meeting Type:** Special

**Primary Security ID:** 783754104

**Shares Voted:** 1,865

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

## Siemens AG

**Meeting Date:** 02/12/2026 **Country:** Germany **Ticker:** SIE

**Record Date:** 02/05/2026 **Meeting Type:** Annual

**Primary Security ID:** D69671218

**Shares Voted:** 5,935

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2024/25 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 5.35 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2024/25 | Mgmt | For | For | For |

# Siemens AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.2 | Approve Discharge of Management Board Member Veronika Bienert for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.3 | Approve Discharge of Management Board Member Peter Koerte for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.5 | Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.6 | Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 3.7 | Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.1 | Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.5 | Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.6 | Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.7 | Approve Discharge of Supervisory Board Member Bettina Haller (until Feb. 13, 2025) for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.8 | Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2024/25 | Mgmt | For | For | For |

# Siemens AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.9 | Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.10 | Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.11 | Approve Discharge of Supervisory Board Member Saskia Krausser (from Feb. 25, 2025) for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.12 | Approve Discharge of Supervisory Board Member Martina Merz (until Feb. 13, 2025) for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.13 | Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.14 | Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.15 | Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.16 | Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.17 | Approve Discharge of Supervisory Board Member Ulf Schneider (from Feb. 13, 2025) for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.18 | Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.19 | Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.20 | Approve Discharge of Supervisory Board Member Mimon Uhamou for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.21 | Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4.22 | Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2024/25 | Mgmt | For | For | For |

## Siemens AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.1 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025/26 | Mgmt | For | For | For |
| 5.2 | Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025/26 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Approve Supervisory Board Remuneration Policy | Mgmt | For | For | For |
| 8 | Approve Virtual-Only Shareholder Meetings Until 2031 | Mgmt | For | For | For |
| 9 | Approve Creation of EUR 90 Million Pool of Capital for Employee Stock Purchase Plan | Mgmt | For | For | For |

## Ping An Insurance (Group) Company of China, Ltd.

**Meeting Date:** 02/13/2026 **Country:** China **Ticker:** 2318
**Record Date:** 02/06/2026 **Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** Y69790106

**Shares Voted:** 36,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Amend Articles of Association | Mgmt | For | For | For |

## Plexus Corp.

**Meeting Date:** 02/18/2026 **Country:** USA **Ticker:** PLXS
**Record Date:** 12/17/2025 **Meeting Type:** Annual
**Primary Security ID:** 729132100

**Shares Voted:** 141

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Joann M. Eisenhart | Mgmt | For | For | For |
| 1.2 | Elect Director Dean A. Foate | Mgmt | For | For | For |
| 1.3 | Elect Director Rainer Jueckstock | Mgmt | For | For | For |
| 1.4 | Elect Director Todd P. Kelsey | Mgmt | For | For | For |

## Plexus Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.5 | Elect Director Randy J. Martinez | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Joel Quadracci | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Karen M. Rapp | Mgmt | For | For | For |
| 1.8 | Elect Director Paul A. Rooke | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.9 | Elect Director Michael V. Schrock | Mgmt | For | For | For |
| 1.10 | Elect Director Jennifer B. Wuamett | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Infineon Technologies AG

**Meeting Date:** 02/19/2026 **Country:** Germany **Ticker:** IFX
**Record Date:** 02/12/2026 **Meeting Type:** Annual
**Primary Security ID:** D35415104

**Shares Voted:** 4,764

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.35 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Management Board Member Elke Reichart for Fiscal Year 2025 | Mgmt | For | For | For |

# Infineon Technologies AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.3 | Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.5 | Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.1 | Approve Discharge of Supervisory Board Member Herbert Diess for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.5 | Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.6 | Approve Discharge of Supervisory Board Member Hermann Eul for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.7 | Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.8 | Approve Discharge of Supervisory Board Member Klaus Helmrich for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.9 | Approve Discharge of Supervisory Board Member Rico Irmischer (from Feb. 20, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.10 | Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.11 | Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2025 | Mgmt | For | For | For |

## Infineon Technologies AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.12 | Approve Discharge of Supervisory Board Member Juergen Scholz (until Feb. 20, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.13 | Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.14 | Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.15 | Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.16 | Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.17 | Approve Discharge of Supervisory Board Member Ute Wolf for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Ratify Deloitte GmbH as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 7 | Approve Remuneration of Supervisory Board | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy | Mgmt | For | For | For |
| 9 | Approve Remuneration Report | Mgmt | For | For | For |

## Raymond James Financial, Inc.

**Meeting Date:** 02/19/2026 **Country:** USA **Ticker:** RJF

**Record Date:** 12/17/2025 **Meeting Type:** Annual

**Primary Security ID:** 754730109

**Shares Voted:** 578

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mark W. Begor | Mgmt | For | For | For |
| 1b | Elect Director Marlene Debel | Mgmt | For | For | For |

## Raymond James Financial, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Jeffrey N. Edwards | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Benjamin C. Esty | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Art A. Garcia | Mgmt | For | For | For |
| 1f | Elect Director Anne Gates | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Raymond W. McDaniel, Jr. | Mgmt | For | For | For |
| 1h | Elect Director Roderick C. McGeary | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Cecily M. Mistarz | Mgmt | For | For | For |
| 1j | Elect Director Paul C. Reilly | Mgmt | For | For | For |
| 1k | Elect Director Raj Seshadri | Mgmt | For | For | For |
| 1l | Elect Director Paul M. Shoukry | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Sinch AB

**Meeting Date:** 02/19/2026
**Country:** Sweden
**Ticker:** SINCH
**Record Date:** 02/11/2026
**Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** W835AF448

**Shares Voted:** 4,228

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2.1 | Elect Erik Froberg as Chair of Meeting | Mgmt | For | For | For |
| 3.1 | Designate Jonas Fredriksson as Inspector of Minutes of Meeting | Mgmt | For | For | For |

## Sinch AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 5 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Approve SEK 742,112.94 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue | Mgmt | For | For | For |
| 8 | Close Meeting | Mgmt | | | |

## Tetra Tech, Inc.

**Meeting Date:** 02/19/2026 **Country:** USA **Ticker:** TTEK

**Record Date:** 12/23/2025 **Meeting Type:** Annual

**Primary Security ID:** 88162G103

**Shares Voted:** 2,431

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1A | Elect Director Dan L. Batrack | Mgmt | For | For | For |
| 1B | Elect Director Gary R. Birkenbeuel | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1C | Elect Director Jeffrey R. Feeler | Mgmt | For | For | For |
| 1D | Elect Director Prashant Gandhi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1E | Elect Director M. Susan Hardwick | Mgmt | For | For | For |
| 1F | Elect Director Kirsten M. Volpi | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Banco BPM SpA

**Meeting Date:** 02/23/2026 **Country:** Italy **Ticker:** BAMI
**Record Date:** 02/12/2026 **Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** T1708N101

**Shares Voted:** 26,466

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Business | Mgmt | | | |
| 1 | Amend Company Bylaws | Mgmt | For | For | For |

## Apple Inc.

**Meeting Date:** 02/24/2026 **Country:** USA **Ticker:** AAPL
**Record Date:** 01/02/2026 **Meeting Type:** Annual
**Primary Security ID:** 037833100

**Shares Voted:** 130,878

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Wanda Austin | Mgmt | For | For | For |
| 1b | Elect Director Tim Cook | Mgmt | For | For | For |
| 1c | Elect Director Alex Gorsky | Mgmt | For | For | For |
| 1d | Elect Director Andrea Jung | Mgmt | For | For | For |
| 1e | Elect Director Art Levinson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. A vote AGAINST incumbent chair Arthur (Art) Levinson is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.* | | | | |
| 1f | Elect Director Monica Lozano | Mgmt | For | For | For |
| 1g | Elect Director Ron Sugar | Mgmt | For | For | For |
| 1h | Elect Director Sue Wagner | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company has not disclosed any short- and long-term E&S performance incentives, and the company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control. Shareholders should further note that the total pay for the CEO and other NEOs is relatively high, and STIP goal rigor concerns are noted. However, outperformance was achieved and the bonus program was entirely based on pre-set financial goals. In addition, CEO Cook's annual equity grant is predominantly performance-conditioned with a multi-year performance period. The performance goals in the LTI are also rigorous, with a cap on the vesting percentage if absolute TSR is negative over the performance period. Continued monitoring of pay outcomes is warranted, particularly should company performance decline.* | | | | |

## Apple Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Amend Non-Employee Director Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Report on Risks Related to Operations in China | SH | Against | Against | Against |

## Deere & Company

**Meeting Date:** 02/25/2026 **Country:** USA **Ticker:** DE

**Record Date:** 12/30/2025 **Meeting Type:** Annual

**Primary Security ID:** 244199105

**Shares Voted:** 2,641

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Leanne G. Caret | Mgmt | For | For | For |
| 1b | Elect Director Tamra A. Erwin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director R. Preston Feight | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Alan C. Heuberger | Mgmt | For | For | For |
| 1e | Elect Director L. Neil Hunn | Mgmt | For | For | For |
| 1f | Elect Director John C. May | Mgmt | For | For | For |
| 1g | Elect Director Gregory R. Page | Mgmt | For | For | For |
| 1h | Elect Director Brian Sikes | Mgmt | For | For | For |
| 1i | Elect Director Dmitri L. Stockton | Mgmt | For | For | For |
| 1j | Elect Director Sheila G. Talton | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Expected Return on Investment of Company's Emissions Reduction Goals | SH | Against | Against | Against |

## Deere & Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |
| 6 | Report on Risks of Excluding Faith-Based Business Resource Groups | SH | Against | Against | Against |

## CSI Solar Co., Ltd.

**Meeting Date:** 02/26/2026 **Country:** China **Ticker:** 688472
**Record Date:** 02/13/2026 **Meeting Type:** Special
**Primary Security ID:** Y1827Z104

**Shares Voted:** 27,826

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Confirmation of Key Terms in the Signed Lease Agreement | Mgmt | For | For | For |

## Integrafin Holdings Plc

**Meeting Date:** 02/26/2026 **Country:** United Kingdom **Ticker:** IHP
**Record Date:** 02/24/2026 **Meeting Type:** Annual
**Primary Security ID:** G4796T109

**Shares Voted:** 2,842

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Re-elect Richard Cranfield as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Cranfield, Alexander (Alex) Scott, Victoria Cochrane, Charles Lister and Irene McDermott Brown is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4 | Re-elect Alexander Scott as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Cranfield, Alexander (Alex) Scott, Victoria Cochrane, Charles Lister and Irene McDermott Brown is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5 | Re-elect Michael Howard as Director | Mgmt | For | For | For |
| 6 | Re-elect Euan Marshall as Director | Mgmt | For | For | For |

## Integrafin Holdings Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Re-elect Caroline Banszky as Director | Mgmt | For | For | For |
| 8 | Re-elect Victoria Cochrane as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Cranfield, Alexander (Alex) Scott, Victoria Cochrane, Charles Lister and Irene McDermott Brown is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Irene Brown as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Cranfield, Alexander (Alex) Scott, Victoria Cochrane, Charles Lister and Irene McDermott Brown is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Rita Dhut as Director | Mgmt | For | For | For |
| 11 | Re-elect Charles Lister as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Cranfield, Alexander (Alex) Scott, Victoria Cochrane, Charles Lister and Irene McDermott Brown is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Siemens Energy AG

**Meeting Date:** 02/26/2026 **Country:** Germany **Ticker:** ENR

**Record Date:** 02/19/2026 **Meeting Type:** Annual

**Primary Security ID:** D6T47E106

# Siemens Energy AG

**Shares Voted:** 1,259

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2024/25 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.70 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 3.2 | Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 3.3 | Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 3.4 | Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 3.5 | Approve Discharge of Management Board Member Anne-Laure Parrical de Chammard for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 3.6 | Approve Discharge of Management Board Member Vinod Philip for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.1 | Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |

# Siemens Energy AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.2 | Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.3 | Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.4 | Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.5 | Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.6 | Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.7 | Approve Discharge of Supervisory Board Member Christine Bortenlaenger (until Feb. 20, 2025) for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.8 | Approve Discharge of Supervisory Board Member Anja-Isabel Dotzenrath (from Feb. 20, 2025) for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.9 | Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |

# Siemens Energy AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.10 | Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.11 | Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.12 | Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.13 | Approve Discharge of Supervisory Board Member Veronika Grimm for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.14 | Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.15 | Approve Discharge of Supervisory Board Member Simone Menne for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.16 | Approve Discharge of Supervisory Board Member Hildegard Mueller (until Feb. 20, 2025) for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.17 | Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |

## Siemens Energy AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.18 | Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.19 | Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.20 | Approve Discharge of Supervisory Board Member Cornelia Schau for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.21 | Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 4.22 | Approve Discharge of Supervisory Board Member Feiyu Xu (from Feb. 20, 2025) for Fiscal Year 2024/25 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 5.1 | Ratify KPMG AG as Auditors for Fiscal Year 2025/26 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025/26 | Mgmt | For | For | For |
| 5.2 | Ratify KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025/26 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Approve Remuneration of Supervisory Board | Mgmt | For | For | For |

## Nordson Corporation

**Meeting Date:** 03/02/2026 **Country:** USA **Ticker:** NDSN

**Record Date:** 01/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 655663102

## Nordson Corporation

**Shares Voted:** 1,631

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Christopher Mapes | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Michael Merriman, Jr. | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Sundaram Nagarajan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - There is a high CEO pay relative to company performance compared to the company's peers.* | | | | |

## AECOM

**Meeting Date:** 03/03/2026 **Country:** USA **Ticker:** ACM

**Record Date:** 01/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 00766T100

**Shares Voted:** 15,408

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Bradley W. Buss | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Derek J. Kerr | Mgmt | For | For | For |
| 1.3 | Elect Director Kristy Pipes | Mgmt | For | For | For |
| 1.4 | Elect Director Troy Rudd | Mgmt | For | For | For |
| 1.5 | Elect Director Douglas W. Stotlar | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Daniel R. Tishman | Mgmt | For | For | For |

## AECOM

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director Sander van't Noordende | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director Janet C. Wolfenbarger | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## CleanSpark, Inc.

**Meeting Date:** 03/03/2026 **Country:** USA **Ticker:** CLSK

**Record Date:** 01/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 18452B209

**Shares Voted:** 1,026

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director S. Matthew Schultz | Mgmt | For | For | For |
| 1.2 | Elect Director Larry McNeill | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Larry McNeill, Amanda Cavaleri, and Thomas Wood for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision and for a material governance failure. The board unilaterally amended the bylaws in multiple ways that materially diminish shareholder rights, and has neither provided a rationale for the amendments nor given shareholders an opportunity to vote on them. WITHHOLD votes are further warranted for Compensation Committee members Larry McNeill and Thomas Wood in connection to an unmitigated pay-for-performance misalignment as well as the presence of a problematic pay practice. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Thomas L. Wood | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Larry McNeill, Amanda Cavaleri, and Thomas Wood for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision and for a material governance failure. The board unilaterally amended the bylaws in multiple ways that materially diminish shareholder rights, and has neither provided a rationale for the amendments nor given shareholders an opportunity to vote on them. WITHHOLD votes are further warranted for Compensation Committee members Larry McNeill and Thomas Wood in connection to an unmitigated pay-for-performance misalignment as well as the presence of a problematic pay practice. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Roger P. Beynon | Mgmt | For | For | For |

## CleanSpark, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.5 | Elect Director Amanda Cavaleri | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Larry McNeill, Amanda Cavaleri, and Thomas Wood for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision and for a material governance failure. The board unilaterally amended the bylaws in multiple ways that materially diminish shareholder rights, and has neither provided a rationale for the amendments nor given shareholders an opportunity to vote on them. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify BDO USA, P.C. as Auditors | Mgmt | For | For | For |

## Fair Isaac Corporation

**Meeting Date:** 03/04/2026 **Country:** USA **Ticker:** FICO

**Record Date:** 01/05/2026 **Meeting Type:** Annual

**Primary Security ID:** 303250104

**Shares Voted:** 228

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Braden R. Kelly | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Fabiola R. Arredondo | Mgmt | For | For | For |
| 1c | Elect Director William J. Lansing | Mgmt | For | For | For |
| 1d | Elect Director Eva Manolis | Mgmt | For | For | For |
| 1e | Elect Director Marc F. McMorris | Mgmt | For | For | For |
| 1f | Elect Director Joanna Rees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director David A. Rey | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director H. Tayloe Stansbury | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Allow the Exculpation of Officers | Mgmt | For | For | For |
| 5 | Eliminate Supermajority Vote Requirement | Mgmt | For | For | For |

# Johnson Controls International Plc

**Meeting Date:** 03/04/2026 **Country:** Ireland **Ticker:** JCI
**Record Date:** 01/05/2026 **Meeting Type:** Annual
**Primary Security ID:** G51502105

**Shares Voted:** 5,729

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Timothy M. Archer | Mgmt | For | For | For |
| 1b | Elect Director Jean Blackwell | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Pierre Cohade | Mgmt | For | For | For |
| 1d | Elect Director W. Roy Dunbar | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Gretchen R. Haggerty | Mgmt | For | For | For |
| 1f | Elect Director Ayesha Khanna | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Seetarama (Swamy) Kotagiri | Mgmt | For | For | For |
| 1h | Elect Director Jürgen Tinggren | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Mark Vergnano | Mgmt | For | For | For |
| 1j | Elect Director Joakim Weidemanis | Mgmt | For | For | For |
| 1k | Elect Director John D. Young | Mgmt | For | For | For |
| 2a | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 2b | Authorize Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 3 | Authorize Market Purchases of Company Shares | Mgmt | For | For | For |
| 4 | Determine Price Range for Reissuance of Treasury Shares | Mgmt | For | For | For |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 6 | Approve the Directors' Authority to Allot Shares | Mgmt | For | For | For |
| 7 | Approve the Disapplication of Statutory Pre-Emption Rights | Mgmt | For | For | For |

## Kulicke and Soffa Industries, Inc.

**Meeting Date:** 03/04/2026 **Country:** USA **Ticker:** KLIC
**Record Date:** 12/08/2025 **Meeting Type:** Annual
**Primary Security ID:** 501242101

**Shares Voted:** 325

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Peter T. Kong | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Jon A. Olson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Paragon Banking Group Plc

**Meeting Date:** 03/04/2026 **Country:** United Kingdom **Ticker:** PAG
**Record Date:** 03/02/2026 **Meeting Type:** Annual
**Primary Security ID:** G6376N154

**Shares Voted:** 1,093

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Robert East as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Robert East, Alison Morris, Tanvi Davda, Barbara Ridpath and Graeme Yorston is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6 | Re-elect Nigel Terrington as Director | Mgmt | For | For | For |
| 7 | Re-elect Richard Woodman as Director | Mgmt | For | For | For |
| 8 | Re-elect Tanvi Davda as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Robert East, Alison Morris, Tanvi Davda, Barbara Ridpath and Graeme Yorston is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

## Paragon Banking Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Re-elect Peter Hill as Director | Mgmt | For | For | For |
| 10 | Re-elect Zoe Howorth as Director | Mgmt | For | For | For |
| 11 | Re-elect Alison Morris as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Robert East, Alison Morris, Tanvi Davda, Barbara Ridpath and Graeme Yorston is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Re-elect Barbara Ridpath as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Robert East, Alison Morris, Tanvi Davda, Barbara Ridpath and Graeme Yorston is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Re-elect Graeme Yorston as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Robert East, Alison Morris, Tanvi Davda, Barbara Ridpath and Graeme Yorston is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 14 | Appoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity in Relation to Additional Tier 1 Securities | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Ringkjobing Landbobank A/S

**Meeting Date:** 03/04/2026 **Country:** Denmark **Ticker:** RILBA

**Record Date:** 02/25/2026 **Meeting Type:** Annual

**Primary Security ID:** K81980144

# Ringkjobing Landbobank A/S

**Shares Voted:** 376

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting | Mgmt | | | |
| 2 | Approve Report of Board | Mgmt | For | For | For |
| 3 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4 | Approve Allocation of Income | Mgmt | For | For | For |
| 5 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 6 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 7.a | Reelect Anette Orbaek Andersen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.b | Reelect Dennis Christian Conradsen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.c | Reelect Claus Dalgaard as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.d | Reelect Poul Johnsen Hoj as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.e | Reelect Erik Jensen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.f | Reelect Anne Kaptain as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.g | Reelect Carl Erik Kristensen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.h | Reelect Karsten Madsen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.i | Reelect Mattias Manstrup as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.j | Reelect Jacob Moller as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.k | Reelect Bjarne Bjornkjaer Nielsen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.l | Reelect Tommy Rahbek Nielsen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.m | Reelect Bente Skjorbaek Olesen as Member of Committee of Representatives | Mgmt | For | For | For |

## Ringkjobing Landbobank A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.n | Reelect Birgitte Rom as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.o | Reelect Karsten Sandal as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.p | Reelect Lone Rejkjaer Sollman as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.q | Reelect Egon Sorensen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.r | Reelect Peer Buch Sorensen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.s | Reelect Lise Kvist Thomsen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.t | Reelect Dorte Zacho as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.u | Reelect John Christian Aasted as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.v | Elect Frederik August Gronkjaer Anneberg as Member of Committee of Representatives | Mgmt | For | For | For |
| 8.a | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 9 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 10a | Approve Creation of DKK 5.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 2.5 Million Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 10.b | Approve DKK 1.1 Million Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |
| 10.c | Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities | Mgmt | For | For | For |

## Cencora, Inc.

**Meeting Date:** 03/05/2026 **Country:** USA **Ticker:** COR

**Record Date:** 01/12/2026 **Meeting Type:** Annual

**Primary Security ID:** 03073E105

## Cencora, Inc.

**Shares Voted:** 939

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Werner Baumann | Mgmt | For | For | For |
| 1b | Elect Director Frank K. Clyburn | Mgmt | For | For | For |
| 1c | Elect Director Ellen G. Cooper | Mgmt | For | For | For |
| 1d | Elect Director D. Mark Durcan | Mgmt | For | For | For |
| 1e | Elect Director Lon R. Greenberg | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Lorence H. Kim | Mgmt | For | For | For |
| 1g | Elect Director Robert P. Mauch | Mgmt | For | For | For |
| 1h | Elect Director Redonda G. Miller | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Dennis M. Nally | Mgmt | For | For | For |
| 1j | Elect Director Lori J. Ryerkerk | Mgmt | For | For | For |
| 1k | Elect Director Lauren M. Tyler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Games Workshop Group Plc

**Meeting Date:** 03/05/2026 **Country:** United Kingdom **Ticker:** GAW

**Record Date:** 03/03/2026 **Meeting Type:** Special

**Primary Security ID:** G3715N102

**Shares Voted:** 289

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Prior Payments of Non-executive Directors' Fees in Excess of the Limit; Approve Increase in the Annual Limit of Directors' Fees | Mgmt | For | For | For |
| 2 | Adopt New Articles of Association | Mgmt | For | For | For |

# Gotion High-tech Co., Ltd

**Meeting Date:** 03/05/2026 **Country:** China **Ticker:** 002074
**Record Date:** 02/25/2026 **Meeting Type:** Special
**Primary Security ID:** Y4439F110

**Shares Voted:** 13,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Company's Eligibility for Issuance of Shares to Specific Targets | Mgmt | For | For | For |
| | APPROVE PLAN ON ISSUANCE OF SHARES TO SPECIFIC TARGETS | Mgmt | | | |
| 2.1 | Approve Issue Type and Par Value | Mgmt | For | For | For |
| 2.2 | Approve Issue Manner and Issue Time | Mgmt | For | For | For |
| 2.3 | Approve Target Subscribers and Subscription Method | Mgmt | For | For | For |
| 2.4 | Approve Pricing Reference Date, Issue Price and Pricing Basis | Mgmt | For | For | For |
| 2.5 | Approve Issue Size | Mgmt | For | For | For |
| 2.6 | Approve Lock-up Period | Mgmt | For | For | For |
| 2.7 | Approve Listing Location | Mgmt | For | For | For |
| 2.8 | Approve Distribution Arrangement of Undistributed Earnings | Mgmt | For | For | For |
| 2.9 | Approve Amount and Usage of Raised Funds | Mgmt | For | For | For |
| 2.10 | Approve Resolution Validity Period | Mgmt | For | For | For |
| 3 | Approve Plan on Issuance of Shares to Specific Targets | Mgmt | For | For | For |
| 4 | Approve Demonstration Analysis Report in Connection to Issuance of Shares to Specific Targets | Mgmt | For | For | For |
| 5 | Approve Feasibility Analysis Report on the Use of Proceeds | Mgmt | For | For | For |
| 6 | Approve Report on the Usage of Previously Raised Funds | Mgmt | For | For | For |
| 7 | Approve Impact of Dilution of Current Returns on Major Financial Indicators, the Relevant Measures to be Taken and Commitment from Relevant Parties | Mgmt | For | For | For |
| 8 | Approve Shareholder Return Plan | Mgmt | For | For | For |

## Gotion High-tech Co., Ltd

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Approve Authorization of the Board and its Authorized Persons to Handle Matters Related to Issuance of Shares to Specific Targets | Mgmt | For | For | For |
| 10 | Approve Application of Credit Lines | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed borrowing is considered excessive and may add to the company's financial burden, which is deemed not to be in the best interests of shareholders.* | | | | |
| 11 | Approve the Estimated Amount of Guarantees | Mgmt | For | For | For |
| 12 | Approve Daily Related Party Transactions | Mgmt | For | For | For |

## Kone Oyj

**Meeting Date:** 03/05/2026 **Country:** Finland **Ticker:** KNEBV

**Record Date:** 02/23/2026 **Meeting Type:** Annual

**Primary Security ID:** X4551T105

**Shares Voted:** 1,252

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |

# Kone Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Eight | Mgmt | For | For | For |
| 13.a | Reelect Banmali Agrawala as New Director | Mgmt | For | For | For |
| 13.b | Reelect Matti Alahuhta as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Antti Herlin, Matti Alahuhta, Susan Duinhoven, and Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST nominees Matti Alahuhta and Antti Herlin (Items 13.b and 13.f) is also warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote AGAINST nominee Jussi Herlin (Item 13.g) is further warranted, because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin (Item 13.f) is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13.c | Reelect Susan Duinhoven as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Antti Herlin, Matti Alahuhta, Susan Duinhoven, and Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST nominees Matti Alahuhta and Antti Herlin (Items 13.b and 13.f) is also warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote AGAINST nominee Jussi Herlin (Item 13.g) is further warranted, because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin (Item 13.f) is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13.d | Reelect Marika Fredriksson as Director | Mgmt | For | For | For |
| 13.e | Elect Anna Herlin as New Director | Mgmt | For | For | For |
| 13.f | Reelect Antti Herlin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Antti Herlin, Matti Alahuhta, Susan Duinhoven, and Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST nominees Matti Alahuhta and Antti Herlin (Items 13.b and 13.f) is also warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote AGAINST nominee Jussi Herlin (Item 13.g) is further warranted, because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin (Item 13.f) is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13.g | Reelect Jussi Herlin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Antti Herlin, Matti Alahuhta, Susan Duinhoven, and Jussi Herlin is warranted for lack of diversity on the board. A vote AGAINST nominees Matti Alahuhta and Antti Herlin (Items 13.b and 13.f) is also warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote AGAINST nominee Jussi Herlin (Item 13.g) is further warranted, because of his presence on both the audit and the remuneration committees. A vote AGAINST Antti Herlin (Item 13.f) is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13.h | Reelect Timo Ihamuotila as Director | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Fix Number of Auditors at One | Mgmt | For | For | For |

## Kone Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 16 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 17 | Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 18 | Appoint Ernst & Young as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 19 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 20 | Approve Issuance of Shares and Options without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.* | | | | |
| 21 | Close Meeting | Mgmt | | | |

## MACOM Technology Solutions Holdings, Inc.

**Meeting Date:** 03/05/2026 **Country:** USA **Ticker:** MTSI

**Record Date:** 01/12/2026 **Meeting Type:** Annual

**Primary Security ID:** 55405Y100

**Shares Voted:** 333

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Charles Bland | Mgmt | For | For | For |
| 1.2 | Elect Director Stephen Daly | Mgmt | For | For | For |
| 1.3 | Elect Director Peter Chung | Mgmt | For | For | For |
| 1.4 | Elect Director Bryan Ingram | Mgmt | For | For | For |
| 1.5 | Elect Director Geoffrey Ribar | Mgmt | For | For | For |
| 1.6 | Elect Director John Ritchie | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Jihye Whang Rosenband | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Murugesan "Raj" Shanmugaraj | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## MACOM Technology Solutions Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Netcompany Group A/S

**Meeting Date:** 03/05/2026 **Country:** Denmark **Ticker:** NETC

**Record Date:** 02/26/2026 **Meeting Type:** Annual

**Primary Security ID:** K7020C102

**Shares Voted:** 249

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company does not disclose criteria weights for its variable incentive plans. * The LTIP is measured over annual performance periods. Furthermore, the company has not shown any responsiveness to high shareholder dissent for its remuneration reports in previous years.* | | | | |
| 5 | Approve Remuneration of Directors in the Amount of DKK 1.5 Million for Chair, DKK 992,000 for Vice Chair and DKK 496,000 for Other Directors; Approve Travel Fees; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 6.(a) | Reelect Bo Rygaard (Chair) as Director | Mgmt | For | For | For |
| 6.(b) | Reelect Juha Christensen (Vice Chair) as Director | Mgmt | For | For | For |
| 6.(c) | Reelect Asa Riisberg as Director | Mgmt | For | For | For |
| 6.(d) | Reelect Susan Cooklin as Director | Mgmt | For | For | For |
| 6.(e) | Reelect Bart Walterus as Director | Mgmt | For | For | For |
| 6.(f) | Elect Ina Wietheger as New Director | Mgmt | For | For | For |
| 7.(a) | Ratify Ernst & Young as Auditor | Mgmt | For | For | For |
| 8 | Authorize Share Repurchase Program | Mgmt | | | |
| 9a | Approve DKK 1.5 Million Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |

## Netcompany Group A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Other Business | Mgmt | | | |

## Novartis AG

**Meeting Date:** 03/06/2026 **Country:** Switzerland **Ticker:** NOVN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H5820Q150

**Shares Voted:** 12,934

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 2 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of CHF 3.70 per Share | Mgmt | For | For | For |
| 4 | Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 5.1 | Approve Remuneration of Directors in the Amount of CHF 8.2 Million | Mgmt | For | For | For |
| 5.2 | Approve Remuneration of Executive Committee in the Amount of CHF 95 Million | Mgmt | For | For | For |
| 5.3 | Approve Remuneration Report | Mgmt | For | For | For |
| 6.1 | Reelect Giovanni Caforio as Director and Board Chair | Mgmt | For | For | For |
| 6.2 | Reelect Nancy Andrews as Director | Mgmt | For | For | For |
| 6.3 | Reelect Ton Buechner as Director | Mgmt | For | For | For |
| 6.4 | Reelect Patrice Bula as Director | Mgmt | For | For | For |
| 6.5 | Reelect Elizabeth Doherty as Director | Mgmt | For | For | For |
| 6.6 | Reelect Bridgette Heller as Director | Mgmt | For | For | For |
| 6.7 | Reelect Frans van Houten as Director | Mgmt | For | For | For |
| 6.8 | Reelect Elizabeth McNally as Director | Mgmt | For | For | For |
| 6.9 | Reelect Simon Moroney as Director | Mgmt | For | For | For |

## Novartis AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.10 | Reelect Ana de Pro Gonzalo as Director | Mgmt | For | For | For |
| 6.11 | Reelect John Young as Director | Mgmt | For | For | For |
| 6.12 | Elect Charles Swanton as Director | Mgmt | For | For | For |
| 7.1 | Reappoint Patrice Bula as Member of the Compensation Committee | Mgmt | For | For | For |
| 7.2 | Reappoint Bridgette Heller as Member of the Compensation Committee | Mgmt | For | For | For |
| 7.3 | Reappoint Simon Moroney as Member of the Compensation Committee | Mgmt | For | For | For |
| 7.4 | Reappoint John Young as Member of the Compensation Committee | Mgmt | For | For | For |
| 7.5 | Appoint Elizabeth McNally as Member of the Compensation Committee | Mgmt | For | For | For |
| 8 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |
| 9 | Designate Peter Zahn as Independent Proxy | Mgmt | For | For | For |
| 10 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Sanmina Corporation

**Meeting Date:** 03/09/2026 **Country:** USA **Ticker:** SANM
**Record Date:** 01/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 801056102

**Shares Voted:** 242

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jure Sola | Mgmt | For | For | For |
| 1b | Elect Director Susan K. Barnes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director David V. Hedley, III | Mgmt | For | For | For |
| 1d | Elect Director Susan A. Johnson | Mgmt | For | For | For |

## Sanmina Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Joseph G. Licata, Jr. | Mgmt | For | For | For |
| 1f | Elect Director Michael J. Loparco | Mgmt | For | For | For |
| 1g | Elect Director Krish Prabhu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Mythili Sankaran | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Mythili Sankaran is warranted for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## FinecoBank SpA

**Meeting Date:** 03/10/2026 **Country:** Italy **Ticker:** FBK

**Record Date:** 02/27/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** T4R999104

**Shares Voted:** 24,847

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Business | Mgmt | | | |
| 0010 | Amend Company Bylaws Re: Articles 5, 13, and 23 | Mgmt | For | For | For |

## GDS Holdings Limited

**Meeting Date:** 03/10/2026 **Country:** Cayman Islands **Ticker:** 9698

**Record Date:** 02/09/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** G3902L109

## GDS Holdings Limited

**Shares Voted:** 76,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Articles of Association to Increase Voting Power Attached to Class B Ordinary Shares Held by William Wei Huang | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal is warranted as the proposed increase in Class B voting power would perpetuate a multi-class capital structure with disparate voting rights, which are generally not in the best interests of unaffiliated shareholders.*

## GDS Holdings Limited

**Meeting Date:** 03/10/2026 **Country:** Cayman Islands **Ticker:** 9698

**Record Date:** 02/09/2026 **Meeting Type:** Special

**Primary Security ID:** G3902L109

**Shares Voted:** 76,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Class A Holders | Mgmt | | | |
| 1 | Amend Articles of Association to Increase Voting Power Attached to Class B Ordinary Shares Held by William Wei Huang | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal is warranted as the proposed increase in Class B voting power would perpetuate a multi-class capital structure with disparate voting rights, which are generally not in the best interests of unaffiliated shareholders.*

## Roche Holding AG

**Meeting Date:** 03/10/2026 **Country:** Switzerland **Ticker:** ROG

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H69293266

**Shares Voted:** 223

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Roche Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.1 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The report does not provide any ex-post performance assessment to explain outcomes under the STI or the vesting of LTI awards. * Under the LTI, executives are granted a combination of SARs (80 percent) and RSUs (20 percent) that are not subject to performance conditions. Moreover, the volume of outstanding awards also appears high for a mature company. * Several executives received base salary increases during the year, including the CEO, without compelling justifications. We further note that the CEO's base salary of CHF 3.5 million is approximately 2.3x the median of the industry-selected peer group. * The board chair continues to receive pension benefits, despite the fact that the company considers him to be a non-executive director. * The board chair's total reported compensation was CHF 5.7 million in 2025. This includes a blocked share component with a discounted value of CHF 1.95 million; the full value of these shares is approximately CHF 3.5 million, which implies a total pay package of approximately CHF 7.24 million. This quantum far exceeds market practice. * The report does not address lower support among free float shareholders.* | | | | |
| 2.2 | Approve Sustainability Report | Mgmt | For | For | For |
| 3 | Approve CHF 10 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2025 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: STI Compensation (Item 3) A vote AGAINST this item is warranted because there are insufficient ex-post disclosures to explain the bonus payments to be approved. Total Compensation Ex-STI (Item 8) A vote AGAINST this item is warranted because the proposal implies excessive flexibility to award compensation increases and it has not been well explained.* | | | | |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5 | Approve Allocation of Income and Dividends of CHF 9.80 per Share | Mgmt | For | For | For |
| 6.1 | Reelect Severin Schwan as Director and Board Chair | Mgmt | For | For | For |
| 6.2 | Reelect Andre Hoffmann as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 6.1-6.10) Votes AGAINST Joerg Duschmale and Andre Hoffmann are warranted because they are beneficiaries of the company's unequal voting structure. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.11-6.13) Votes AGAINST the non-independent nominees: Richard Lifton and Joerg Duschmale are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Joerg Duschmale is further warranted because his election to the board does not warrant support.* | | | | |
| 6.3 | Reelect Joerg Duschmale as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 6.1-6.10) Votes AGAINST Joerg Duschmale and Andre Hoffmann are warranted because they are beneficiaries of the company's unequal voting structure. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.11-6.13) Votes AGAINST the non-independent nominees: Richard Lifton and Joerg Duschmale are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Joerg Duschmale is further warranted because his election to the board does not warrant support.* | | | | |
| 6.4 | Reelect Patrick Frost as Director | Mgmt | For | For | For |
| 6.5 | Reelect Anita Hauser as Director | Mgmt | For | For | For |
| 6.6 | Reelect Akiko Iwasaki as Director | Mgmt | For | For | For |
| 6.7 | Reelect Richard Lifton as Director | Mgmt | For | For | For |
| 6.8 | Reelect Jemilah Mahmood as Director | Mgmt | For | For | For |

# Roche Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.9 | Reelect Mark Schneider as Director | Mgmt | For | For | For |
| 6.10 | Elect Lubomira Rochet as Director | Mgmt | For | For | For |
| 6.11 | Reappoint Joerg Duschmale as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 6.1-6.10) Votes AGAINST Joerg Duschmale and Andre Hoffmann are warranted because they are beneficiaries of the company's unequal voting structure. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.11-6.13) Votes AGAINST the non-independent nominees: Richard Lifton and Joerg Duschmale are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Joerg Duschmale is further warranted because his election to the board does not warrant support.* | | | | |
| 6.12 | Reappoint Anita Hauser as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.13 | Reappoint Richard Lifton as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 6.1-6.10) Votes AGAINST Joerg Duschmale and Andre Hoffmann are warranted because they are beneficiaries of the company's unequal voting structure. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.11-6.13) Votes AGAINST the non-independent nominees: Richard Lifton and Joerg Duschmale are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Joerg Duschmale is further warranted because his election to the board does not warrant support.* | | | | |
| 7 | Approve Remuneration of Directors in the Amount of CHF 12 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted due to concerns regarding the quantum level of the fees paid to the non-executive chair of the board of directors, and the lack of a compelling explanation therefore.* | | | | |
| 8 | Approve Remuneration of Executive Committee in the Amount of CHF 38 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: STI Compensation (Item 3) A vote AGAINST this item is warranted because there are insufficient ex-post disclosures to explain the bonus payments to be approved. Total Compensation Ex-STI (Item 8) A vote AGAINST this item is warranted because the proposal implies excessive flexibility to award compensation increases and it has not been well explained.* | | | | |
| 9.1 | Approve CHF 106.6 Million Reduction in Share Capital via Reduction of Nominal Value | Mgmt | For | For | For |
| 9.2 | Approve Creation of CHF 702,562.70 Participation Share Capital via Conversion of Non-Voting Equity Securities into Bearer Participation Certificates | Mgmt | For | For | For |
| 10.1 | Amend Articles Re: Subscription Rights | Mgmt | For | For | For |
| 10.2 | Amend Articles Re: Participation Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Item 10.1 A vote FOR the proposed article amendment is warranted because it is non-contentious in nature. Item 10.2 A vote AGAINST the proposed article amendment is warranted because it would impose a stricter deadline on shareholders to provide proof of entitlement to attend the AGM, and will thus have a negative impact on shareholder rights.* | | | | |
| 11 | Designate Testaris AG as Independent Proxy | Mgmt | For | For | For |

## Roche Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Ratify KPMG AG as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the audit firm has been engaged for more than 20 years.* | | | | |
| 13 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Roche Holding AG

**Meeting Date:** 03/10/2026 **Country:** Switzerland **Ticker:** ROG

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H69293266

**Shares Voted:** 0

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Broadridge Only Meeting | Mgmt | | | |
| 1 | Vote For If You Intend On Participating In This Meeting. This Is To Enable The Sub-custodian To Create A Blocking Certificate On Your Behalf. | Mgmt | None | Refer | Do Not Vote |
| | *Voting Policy Rationale: This is a Broadridge only meeting. Vote FOR if you intend on participating in this meeting. This is to enable the sub-custodian to create a blocking certificate on your behalf.* | | | | |

## SpareBank 1 Nord-Norge

**Meeting Date:** 03/10/2026 **Country:** Norway **Ticker:** NONG

**Record Date:** 03/03/2026 **Meeting Type:** Annual

**Primary Security ID:** R8288N106

**Shares Voted:** 863

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Holders of Primary Capital Certificates | Mgmt | | | |

## SpareBank 1 Nord-Norge

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Roar Dons, Christian Hjort, Ingrid Walnum, Lars Martin Lunde, Greger Mannsverk and Gunnar Hegstad as Members and Tom Robin Solstad-Nois, Aage Fossum, Hilde Hauan and Hanne P. Bentsen as Deputy Members of Committee of Representatives | Mgmt | For | For | For |

## Analog Devices, Inc.

**Meeting Date:** 03/11/2026 **Country:** USA **Ticker:** ADI

**Record Date:** 01/08/2026 **Meeting Type:** Annual

**Primary Security ID:** 032654105

**Shares Voted:** 7,878

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Vincent Roche | Mgmt | For | For | For |
| 1b | Elect Director Stephen M. Jennings | Mgmt | For | For | For |
| 1c | Elect Director Andre Andonian | Mgmt | For | For | For |
| 1d | Elect Director Edward H. Frank | Mgmt | For | For | For |
| 1e | Elect Director Karen M. Golz | Mgmt | For | For | For |
| 1f | Elect Director Peter B. Henry | Mgmt | For | For | For |
| 1g | Elect Director Mercedes Johnson | Mgmt | For | For | For |
| 1h | Elect Director Yoky Matsuoka | Mgmt | For | For | For |
| 1i | Elect Director Ray Stata | Mgmt | For | For | For |
| 1j | Elect Director Andrea F. Wainer | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: * High CEO pay relative to company performance compared to the company's peers. * High CEO pay in relation to company peer group CEO median pay levels.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right appears small.* | | | | |

# Ganfeng Lithium Group Co., Ltd.

**Meeting Date:** 03/11/2026 **Country:** China **Ticker:** 1772

**Record Date:** 03/05/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y2690M105

**Shares Voted:** 13,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| | ORDINARY RESOLUTIONS | Mgmt | | | |
| 1 | Approve Proposed Investment in Wealth Management Products with Self-owned Funds | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could potentially expose the company to unnecessary risks.* | | | | |
| 2 | Approve Proposed Engagement in Foreign Exchange Hedging Business By the Company and Its Controlled Subsidiaries | Mgmt | For | For | For |
| 3 | Approve Continuing Related-Party Transactions for 2026 | Mgmt | For | For | For |
| 4 | Elect Xu Jianzhang as Director | Mgmt | For | For | For |
| | SPECIAL RESOLUTIONS | Mgmt | | | |
| 1 | Approve Forecast Amount of External Guarantees by the Company and Its Subsidiaries | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted since the group will be taking in a disproportionate amount of risk relative to their ownership stake without compelling justification.* | | | | |
| 2 | Approve Proposed Provision of Guarantees to Associates | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted since the group will be taking in a disproportionate amount of risk relative to their ownership stake without compelling justification.* | | | | |
| 3.1 | Approve Proposed Provision of Guarantees to Mt. Marion Lithium Pty Ltd | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted since the group will be taking in a disproportionate amount of risk relative to their ownership stake without compelling justification.* | | | | |
| 3.2 | Approve Proposed Provision of Guarantees to Luyuan Mining Investment (Hong Kong) Co., Ltd. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted since the group will be taking in a disproportionate amount of risk relative to their ownership stake without compelling justification.* | | | | |
| 4 | Approve Change of Company Registered Capital and Amend Articles of Association | Mgmt | For | For | For |

# Ganfeng Lithium Group Co., Ltd.

**Meeting Date:** 03/11/2026 **Country:** China **Ticker:** 1772

**Record Date:** 03/05/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y2690M105

**Shares Voted:** 12,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| 1 | Approve Proposed Investment in Wealth Management Products with Self-owned Funds | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could potentially expose the company to unnecessary risks.* | | | | |
| 2 | Approve Proposed Engagement in Foreign Exchange Hedging Business By the Company and Its Controlled Subsidiaries | Mgmt | For | For | For |
| 3 | Approve Continuing Related-Party Transactions for 2026 | Mgmt | For | For | For |
| 4 | Approve Forecast Amount of External Guarantees by the Company and Its Subsidiaries | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted since the group will be taking in a disproportionate amount of risk relative to their ownership stake without compelling justification.* | | | | |
| 5 | Approve Proposed Provision of Guarantees to Associates | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted since the group will be taking in a disproportionate amount of risk relative to their ownership stake without compelling justification.* | | | | |
| 6 | Approve Proposed Provision of Guarantees to Mt. Marion Lithium Pty Ltd | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted since the group will be taking in a disproportionate amount of risk relative to their ownership stake without compelling justification.* | | | | |
| 7 | Approve Proposed Provision of Guarantees to Luyuan Mining Investment (Hong Kong) Co., Ltd. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted since the group will be taking in a disproportionate amount of risk relative to their ownership stake without compelling justification.* | | | | |
| 8 | Approve Change of Company Registered Capital and Amend Articles of Association | Mgmt | For | For | For |
| 9 | Elect Xu Jianzhang as Director | Mgmt | For | For | For |

# GN Store Nord A/S

**Meeting Date:** 03/11/2026 **Country:** Denmark **Ticker:** GN
**Record Date:** 03/04/2026 **Meeting Type:** Annual
**Primary Security ID:** K4001S214

**Shares Voted:** 801

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Discharge of Management and Board | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Omission of Dividend | Mgmt | For | For | For |
| 5 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 6 | Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chair, DKK 1.09 Million for Vice Chair and DKK 545,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 7.a | Determine Number of Members (6) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 7.b.1 | Reelect Jukka Pekka Pertola as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Jukka Pertola, Klaus Holse, and Lise Mortensen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.* | | | | |
| 7.b.2 | Reelect Klaus Holse as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Jukka Pertola, Klaus Holse, and Lise Mortensen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.* | | | | |
| 7.b.3 | Reelect Kim Vejlby Hansen as Director | Mgmt | For | For | For |
| 7.b.4 | Reelect Jorgen Bundgaard Hansen as Director | Mgmt | For | For | For |
| 7.b.5 | Reelect Charlotte Johs as Director | Mgmt | For | For | For |
| 7.b.6 | Reelect Lise Skaarup Mortensen as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Jukka Pertola, Klaus Holse, and Lise Mortensen is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.* | | | | |
| 8 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 9.a | Authorize Share Repurchase Program | Mgmt | For | For | For |

## GN Store Nord A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Other Proposals from Shareholders (None Submitted) | Mgmt | | | |
| 11 | Other Business (Non-Voting) | Mgmt | | | |

## TE Connectivity plc

**Meeting Date:** 03/11/2026 **Country:** Ireland **Ticker:** TEL

**Record Date:** 01/08/2026 **Meeting Type:** Annual

**Primary Security ID:** G87052109

**Shares Voted:** 6,417

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jean-Pierre Clamadieu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Terrence R. Curtin | Mgmt | For | For | For |
| 1c | Elect Director Carol A. (John) Davidson | Mgmt | For | For | For |
| 1d | Elect Director Lynn A. Dugle | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Sam Eldessouky | Mgmt | For | For | For |
| 1f | Elect Director William A. Jeffrey | Mgmt | For | For | For |
| 1g | Elect Director Syaru Shirley Lin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Heath A. Mitts | Mgmt | For | For | For |
| 1i | Elect Director Abhijit Y. Talwalkar | Mgmt | For | For | For |
| 1j | Elect Director Mark C. Trudeau | Mgmt | For | For | For |
| 1k | Elect Director Kenneth Washington | Mgmt | For | For | For |
| 1l | Elect Director Dawn C. Willoughby | Mgmt | For | For | For |
| 1m | Elect Director Laura H. Wright | Mgmt | For | For | For |
| 2 | Approve Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## TE Connectivity plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 5 | Determine Price Range for Reissuance of Treasury Shares | Mgmt | For | For | For |

## Allfunds Group Plc

**Meeting Date:** 03/12/2026 **Country:** United Kingdom **Ticker:** ALLFG
**Record Date:** 03/10/2026 **Meeting Type:** Court
**Primary Security ID:** G0236L102

**Shares Voted:** 1,572

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Court Meeting Agenda | Mgmt | | | |
| 1. | Approve Scheme | Mgmt | For | For | For |

## Allfunds Group Plc

**Meeting Date:** 03/12/2026 **Country:** United Kingdom **Ticker:** ALLFG
**Record Date:** 03/10/2026 **Meeting Type:** Special
**Primary Security ID:** G0236L102

**Shares Voted:** 1,572

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | General Meeting Agenda | Mgmt | | | |
| 1. | Approve Scheme and Amend Articles of Association | Mgmt | For | For | For |

## Applied Materials, Inc.

**Meeting Date:** 03/12/2026 **Country:** USA **Ticker:** AMAT
**Record Date:** 01/14/2026 **Meeting Type:** Annual
**Primary Security ID:** 038222105

**Shares Voted:** 8,698

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director James R. Anderson | Mgmt | For | For | For |
| 1b | Elect Director Rani Borkar | Mgmt | For | For | For |

## Applied Materials, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Judy Bruner | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Xun (Eric) Chen | Mgmt | For | For | For |
| 1e | Elect Director Aart J. de Geus | Mgmt | For | For | For |
| 1f | Elect Director Gary E. Dickerson | Mgmt | For | For | For |
| 1g | Elect Director Thomas J. Iannotti | Mgmt | For | For | For |
| 1h | Elect Director Alexander A. Karsner | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Kevin P. March | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Scott A. McGregor | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Banca Popolare di Sondrio SPA

**Meeting Date:** 03/12/2026 **Country:** Italy **Ticker:** BPSO

**Record Date:** 03/03/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** T1R707AW7

**Shares Voted:** 699

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Business | Mgmt | | | |
| 1) | Approve Merger by Incorporation of Banca Popolare di Sondrio SpA into BPER Banca SpA | Mgmt | For | For | For |

## BPER Banca SpA

**Meeting Date:** 03/12/2026 **Country:** Italy **Ticker:** BPE

**Record Date:** 03/03/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** T1325T119

## BPER Banca SpA

**Shares Voted:** 13,820

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Business | Mgmt | | | |
| 0010 | Approve Merger by Absorption of Banca Popolare di Sondrio SpA into BPER Banca SpA; Approve Amendments to the Articles of Association and Share Capital Increase | Mgmt | For | For | For |

## F5, Inc.

**Meeting Date:** 03/12/2026 **Country:** USA **Ticker:** FFIV
**Record Date:** 01/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 315616102

**Shares Voted:** 3,963

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Marianne N. Budnik | Mgmt | For | For | For |
| 1b | Elect Director Elizabeth L. Buse | Mgmt | For | For | For |
| 1c | Elect Director Michel Combes | Mgmt | For | For | For |
| 1d | Elect Director Tami Erwin | Mgmt | For | For | For |
| 1e | Elect Director Julie M. Gonzalez | Mgmt | For | For | For |
| 1f | Elect Director François Locoh-Donou | Mgmt | For | For | For |
| 1g | Elect Director Maya McReynolds | Mgmt | For | For | For |
| 1h | Elect Director Nikhil Mehta | Mgmt | For | For | For |
| 2 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan lacks sufficient positive features (overriding factor); * The plan cost is excessive; and * The three-year average burn rate is excessive.* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Kojamo Oyj

**Meeting Date:** 03/12/2026 **Country:** Finland **Ticker:** KOJAMO
**Record Date:** 03/02/2026 **Meeting Type:** Annual
**Primary Security ID:** X4543E117

# Kojamo Oyj

**Shares Voted:** 981

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 0.11 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to unclear disclosures regarding both the company's STIP and LTIP, as well as the excessive number of RSUS granted to the new CEO without any supporting rationale.* | | | | |
| 11 | Approve Remuneration of Directors in the Amount of EUR 78,000 for Chair, EUR 46,000 for Vice Chair and EUR 39,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Seven | Mgmt | For | For | For |
| 13 | Reelect Mikael Aro (Chair), Kari Kauniskangas, Anne Koutonen, Mikko Mursula, Veronica Lindholm and Annica Anas as Directors; Elect Gertjan van der Baan as New Director | Mgmt | For | For | For |
| 14 | Approve Nomination Committee Procedures | Mgmt | For | For | For |
| 15 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Ratify KPMG as Auditor | Mgmt | For | For | For |
| 17 | Change Company Name to Lumo Homes plc | Mgmt | For | For | For |
| 18 | Authorize Share Repurchase Program | Mgmt | For | For | For |

## Kojamo Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19 | Approve Issuance of up to 24.7 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| 20 | Close Meeting | Mgmt | | | |

## Swiss Prime Site AG

**Meeting Date:** 03/12/2026 **Country:** Switzerland **Ticker:** SPSN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H8403W107

**Shares Voted:** 10,327

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5 | Approve Allocation of Income and Dividends of CHF 3.50 per Share | Mgmt | For | For | For |
| 6.1 | Approve Remuneration of Directors in the Amount of CHF 1.8 Million | Mgmt | For | For | For |
| 6.2 | Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million | Mgmt | For | For | For |
| 7.1.1 | Reelect Ton Buechner as Director | Mgmt | For | For | For |
| 7.1.2 | Reelect Thomas Studhalter as Director | Mgmt | For | For | For |
| 7.1.3 | Reelect Gabrielle Nater-Bass as Director | Mgmt | For | For | For |
| 7.1.4 | Reelect Barbara Knoflach as Director | Mgmt | For | For | For |
| 7.1.5 | Reelect Brigitte Walter as Director | Mgmt | For | For | For |
| 7.1.6 | Reelect Reto Conrad as Director | Mgmt | For | For | For |
| 7.1.7 | Reelect Detlef Trefzger as Director | Mgmt | For | For | For |
| 7.2 | Reelect Ton Buechner as Board Chair | Mgmt | For | For | For |

## Swiss Prime Site AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.3.1 | Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 7.3.2 | Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 7.3.3 | Reappoint Detlef Trefzger as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 7.4 | Designate Paul Wiesli as Independent Proxy | Mgmt | For | For | For |
| 7.5 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |
| 8 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Yapi ve Kredi Bankasi AS

**Meeting Date:** 03/12/2026 **Country:** Turkey **Ticker:** YKBNK.E

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** M9869G101

**Shares Voted:** 115,545

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting and Elect Presiding Council of Meeting | Mgmt | For | For | For |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Accept Sustainability Report | Mgmt | For | For | For |
| 4 | Approve Discharge of Board | Mgmt | For | For | For |
| 5 | Approve Sale of Receivables | Mgmt | For | For | For |
| 6 | Elect Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.* | | | | |
| 7 | Approve Remuneration Policy and Director Remuneration Paid in 2025 | Mgmt | For | For | For |
| 8 | Approve Director Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.* | | | | |

## Yapi ve Kredi Bankasi AS

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Approve Allocation of Income | Mgmt | For | For | For |
| 10 | Approve Standard Accounting Transfers | Mgmt | For | For | For |
| 11 | Ratify External Auditors | Mgmt | For | For | For |
| 12 | Approve Upper Limit of Donations 2026 and Receive Information on Donations Made in 2025 | Mgmt | For | For | For |
| 13 | Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law | Mgmt | For | For | For |
| 14 | Wishes | Mgmt | | | |

## ALK-Abello A/S

**Meeting Date:** 03/16/2026 **Country:** Denmark **Ticker:** ALK.B

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** K03294137

**Shares Voted:** 483

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of DKK 1.6 Per Share | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to part of the LTIP being based on an annual performance period, as well as the poor ex-post disclosure for the LTIP.* | | | | |
| 5 | Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Vice Chair and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |

## ALK-Abello A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.a) | Reelect Anders Hedegaard (Chair) as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Anders Hedegaard, Alan Main, and Lene Skole-Sorensen is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7.a) | Reelect Lene Skole (Vice Chair) as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Anders Hedegaard, Alan Main, and Lene Skole-Sorensen is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8.a) | Reelect Gitte Aabo as Director | Mgmt | For | For | For |
| 8.b) | Reelect Lars Holmqvist as Director | Mgmt | For | For | For |
| 8.c) | Reelect Jesper Hoiland as Director | Mgmt | For | For | For |
| 8.d) | Reelect Bertil Lindmark as Director | Mgmt | For | For | For |
| 8.e) | Reelect Alan Main as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Anders Hedegaard, Alan Main, and Lene Skole-Sorensen is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Ratify PricewaterhouseCoopers as Auditors; Appoint PricewaterhouseCoopers as Auditors for Sustainability Reporting | Mgmt | For | For | For |
| 10.a) | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because of the excessive discretionary mandate included in the policy. It is also noted that the company is significantly increasing the STIP maximum opportunity, and that the policy allows for in-flight changes to STIP targets.* | | | | |
| 11 | Other Business | Mgmt | | | |

## Jyske Bank A/S

**Meeting Date:** 03/17/2026 **Country:** Denmark **Ticker:** JYSK
**Record Date:** 03/10/2026 **Meeting Type:** Annual
**Primary Security ID:** K55633117

**Shares Voted:** 646

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| a | Receive Report of Board | Mgmt | | | |
| b | Accept Financial Statements and Statutory Reports; Approve Allocation of Income | Mgmt | For | For | For |
| c | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |

# Jyske Bank A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| d.1 | Approve Remuneration of Committee of Representatives | Mgmt | For | For | For |
| d.2 | Approve Remuneration of Supervisory Board Members | Mgmt | For | For | For |
| e | Authorize Share Repurchase Program | Mgmt | For | For | For |
| f.1 | Approve DKK 33.1 Million Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |
| f.2 | Amend Articles: Annual Reports | Mgmt | For | For | For |
| g1.1 | Elect Anders Rahbek as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.2 | Elect Brian Knudsen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.3 | Elect Frede Jensen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.4 | Elect Georg Sorensen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.5 | Elect Gert Kristensen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.6 | Elect Gitte Sondergaard as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.7 | Elect Gunnar Lisby Kjaer as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.8 | Elect Heidi Langergaard Kroer as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.9 | Elect Ib Rene Laursen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.10 | Elect Jan Fogde Varberg as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.11 | Elect Jarl Gorridsen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.12 | Elect Jesper Rasmussen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.13 | Elect Kasper Mark Kristensen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.14 | Elect Maria Moller as Member of Committee of Representatives | Mgmt | For | For | For |

# Jyske Bank A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| g1.15 | Elect Marianne Floe Hestbjerg as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.16 | Elect Martin Romvig as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.17 | Elect Mette Hammer Pedersen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.18 | Elect Per Anholm Norgaard as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.19 | Elect Per Strom Kristensen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.20 | Elect Rasmus Niebuhr as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.21 | Elect Soren Ole Nielsen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.22 | Elect Torben Abildgaard as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.23 | Elect Torben Lindblad Christensen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.24 | Elect Torben Ostergaard as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.25 | Elect Birgitte Riise Bjaerge as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.26 | Elect Carsten Gortz Petersen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.27 | Elect Charlotte Dvinge Pedersen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.28 | Elect Christa Skelde as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.29 | Elect Claus Jorgen Larsen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.30 | Elect Claus Wann Jensen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.31 | Elect Dorte-Pia Ravnsbaek as Member of Committee of Representatives | Mgmt | For | For | For |

# Jyske Bank A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| g1.32 | Elect Helle Forgaard as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.33 | Elect Jan Frandsen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.34 | Elect John Vestergaard Jensen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.35 | Elect Lars Lynge Kjaergaard as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.36 | Elect Line Penstoft as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.37 | Elect Lone Egeskov Jensen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.38 | Elect Lone Ryg Olsen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.39 | Elect Michella Bill Rasmussen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.40 | Elect Palle Moldrup Andersen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.41 | Elect Peter Frederiksen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.42 | Elect Steffen Damborg as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.43 | Elect Susanne Hessellund as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.44 | Elect Soren Lynge Nielsen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.45 | Elect Thomas Toftgaard as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.46 | Elect Hans-Bo Hyldig as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.47 | Elect Kristian May as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.48 | Elect Kurt Bligaard Pedersen as Member of Committee of Representatives | Mgmt | For | For | For |

# Jyske Bank A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| g1.49 | Elect Peter Bartram as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.50 | Elect Peter Melchior as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.51 | Elect Rina Asmussen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.52 | Elect Soren Saaby Hansen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.53 | Elect Thit Aaris-Hoeg as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.54 | Elect Thomas Kjeldsen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.55 | Elect Thomas Lovind Andersen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.56 | Elect Toni Obakke Lange as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.57 | Elect Bent Larsen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.58 | Elect Henrik Hojmark Hansen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.59 | Elect Jan Nygaard as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.60 | Elect Rasmus Norup as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.61 | Elect Stiven Larsen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.62 | Elect Christina Nyhus Hansen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.63 | Elect Lisbeth Holm as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.64 | Elect Marianne Vindum Kolenda as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.65 | Elect Christian Risom as Member of Committee of Representatives | Mgmt | For | For | For |

## Jyske Bank A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| g1.66 | Elect Frank Kruse as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.67 | Elect Glenn Soderholm as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.68 | Elect Mie Asp Christophernsen as Member of Committee of Representatives | Mgmt | For | For | For |
| g1.69 | Elect Morten Gustafson as Member of Committee of Representatives | Mgmt | For | For | For |
| g.2.1 | Elect Lisbeth Holm as Director | Mgmt | For | For | For |
| g.2.2 | Elect Glenn Soderholm as Director | Mgmt | For | For | For |
| h.1 | Ratify Ernst & Young as Auditor | Mgmt | For | For | For |
| h.2 | Ratify Ernst & Young as Authorized Sustainability Auditor | Mgmt | For | For | For |
| i | Other Business | Mgmt | | | |

## Prologis Property Mexico SA de CV

**Meeting Date:** 03/17/2026 **Country:** Mexico **Ticker:** FIBRAPL14

**Record Date:** 03/06/2026 **Meeting Type:** Ordinary Shareholders

**Primary Security ID:** P4559M101

**Shares Voted:** 131,674

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Holders of REITs - ISIN MXCFFI170008 | Mgmt | | | |
| 1.1 | Approve Acquisition of up to 100 Percent of Real Estate Trust Certificates (CBFIs) of Fibra Macquarie | Mgmt | For | For | For |
| 1.2 | Delegate Administrator Authority to Set Terms and Conditions of Each Offer, Exchange Factor and/or Cash Purchase Price per Certificate | Mgmt | For | For | For |
| 1.3 | Authorize Administrator to Carry out Acts to Formalize Offers; Carry out Preparation, Negotiation and Execution of Contracts, Agreements, Certifications and Other Documents to Implement and Formalize Offers | Mgmt | For | For | For |

## Prologis Property Mexico SA de CV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Delegate Administrator Power to Exercise or Instruct Administrator to Exercise or Instruct Vote Corresponding to Real Estate Trust Certificates (CBFIs) of Fibra Macquarie that Trust Acquires as Result of Offers | Mgmt | For | For | For |
| 2.1 | Approve Issuance of Additional Real Estate Trust Certificates | Mgmt | For | For | For |
| 2.2 | Delegate to Manager Authority to Set Terms and Conditions of Such Additional Issuances | Mgmt | For | For | For |
| 3 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## QUALCOMM Incorporated

**Meeting Date:** 03/17/2026 **Country:** USA **Ticker:** QCOM

**Record Date:** 01/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 747525103

**Shares Voted:** 13,076

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Sylvia Acevedo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Cristiano R. Amon | Mgmt | For | For | For |
| 1c | Elect Director Mark Fields | Mgmt | For | For | For |
| 1d | Elect Director Jeffrey W. Henderson | Mgmt | For | For | For |
| 1e | Elect Director Jeremy (Zico) Kolter | Mgmt | For | For | For |
| 1f | Elect Director Ann M. Livermore | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Mark D. McLaughlin | Mgmt | For | For | For |
| 1h | Elect Director Jamie S. Miller | Mgmt | For | For | For |
| 1i | Elect Director Marie Myers | Mgmt | For | For | For |
| 1j | Elect Director Irene B. Rosenfeld | Mgmt | For | For | For |
| 1k | Elect Director Jean-Pascal Tricoire | Mgmt | For | For | For |

## QUALCOMM Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 6 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right. Additionally, an affirmative vote on this proposal may signal support for modifying certain restrictions the board implemented on special meeting timing and subject matter, which may hinder the effectiveness of the current right.* | | | | |
| 7 | Report on Risks Related to Operations in China | SH | Against | Against | Against |

## Agilent Technologies, Inc.

**Meeting Date:** 03/18/2026 **Country:** USA **Ticker:** A

**Record Date:** 01/21/2026 **Meeting Type:** Annual

**Primary Security ID:** 00846U101

**Shares Voted:** 5,016

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Judy Gawlik Brown | Mgmt | For | For | For |
| 1.2 | Elect Director Sue H. Rataj | Mgmt | For | For | For |
| 1.3 | Elect Director George A. Scangos | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Dow R. Wilson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Declassify the Board of Directors | Mgmt | For | For | For |

# ALSO Holding AG

**Meeting Date:** 03/18/2026 **Country:** Switzerland **Ticker:** ALSN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H0178Q159

**Shares Voted:** 44

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: - Variable compensation levels are not defined and there is no disclosure of caps. - The terms of grants awarded under a new LTI are unclear. - The same performance metrics are used under both the STI and LTI plans. - There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. - The CEO's FY25 STI compensation includes a discretionary one-time special premium, and no further information is provided. - The board chair's total reported compensation of CHF 3.1 million is considered excessive based on the company's size and market standards. - Non-executive directors continue to receive significant fees for additional services without a detailed explanation. - The report does not address continued low support among free float shareholders.* | | | | |
| 3 | Approve Allocation of Income and Dividends of CHF 5.30 per Share | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5 | Approve Creation of Capital Band within the Upper Limit of CHF 15.3 Million and the Lower Limit of CHF 12.8 Million with or without Exclusion of Preemptive Rights; Amend Articles Re: Conditional Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because: - The issuance request would allow for a capital increase without preemptive rights for up to 19.46 percent of the issued share capital; and - The capital band could be used to service equity-based incentive plans and there are concerns regarding current compensation practices (see Item 2).* | | | | |
| 6.1 | Approve Remuneration of Directors in the Amount of CHF 5 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted in light of concerns regarding the quantum level of fees paid to the non-executive chair of the board, and because the board has requested a further increase without an accompanying and compelling justification.* | | | | |
| 6.2 | Approve Fixed Remuneration of Executive Committee in the Amount of EUR 3.5 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the amount requested implies a significant potential increase in remuneration, and the company has not provided an accompanying and compelling justification.* | | | | |
| 6.3 | Approve Variable Remuneration of Executive Committee in the Amount of EUR 3.5 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company does not disclose the parameters of its variable compensation system and, in the absence of a detailed explanation, it is not possible to assess the appropriateness of the amount requested.* | | | | |

# ALSO Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.1.a | Reelect Peter Athanas as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Peter Athanas, Walter P.J. Droege, and Frank Tanski are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Gustavo Moeller-Hergt, Peter Athanas, Ernest-W. Droege, Walter P.J. Droege, and Frank Tanski are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Peter Athanas and Frank Tanski, are further warranted due to the failure to establish a majority independent committee.* | | | | |
| 7.1.b | Reelect Walter Droege as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Peter Athanas, Walter P.J. Droege, and Frank Tanski are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Gustavo Moeller-Hergt, Peter Athanas, Ernest-W. Droege, Walter P.J. Droege, and Frank Tanski are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Peter Athanas and Frank Tanski, are further warranted due to the failure to establish a majority independent committee.* | | | | |
| 7.1.c | Reelect Frank Tanski as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Peter Athanas, Walter P.J. Droege, and Frank Tanski are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Gustavo Moeller-Hergt, Peter Athanas, Ernest-W. Droege, Walter P.J. Droege, and Frank Tanski are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Peter Athanas and Frank Tanski, are further warranted due to the failure to establish a majority independent committee.* | | | | |
| 7.1.d | Reelect Ernest-W. Droege as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Peter Athanas, Walter P.J. Droege, and Frank Tanski are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Gustavo Moeller-Hergt, Peter Athanas, Ernest-W. Droege, Walter P.J. Droege, and Frank Tanski are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Peter Athanas and Frank Tanski, are further warranted due to the failure to establish a majority independent committee.* | | | | |
| 7.1.e | Reelect Thomas Fuerer as Director | Mgmt | For | For | For |
| 7.1.f | Reelect Gustavo Moeller-Hergt as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Peter Athanas, Walter P.J. Droege, and Frank Tanski are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Gustavo Moeller-Hergt, Peter Athanas, Ernest-W. Droege, Walter P.J. Droege, and Frank Tanski are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Peter Athanas and Frank Tanski, are further warranted due to the failure to establish a majority independent committee.* | | | | |
| 7.2 | Reelect Gustavo Moeller-Hergt as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Gustavo Moeller-Hergt as board chair is warranted because his election to the board does not warrant support.* | | | | |
| 7.3.a | Reappoint Peter Athanas as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Peter Athanas, Walter P.J. Droege, and Frank Tanski are warranted because their election to the board does not warrant support due the board's lack of diversity. Votes AGAINST the non-independent nominees Peter Athanas, Walter P.J. Droege, and Frank Tanski are warranted because of the failure to establish a majority independent committee and because their elections to the board do not warrant support. A vote AGAINST the committee chair, Peter Athanas, is further warranted due to a continued lack of responsiveness to low free float support on previous remuneration votes.* | | | | |

## ALSO Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.3.b | Reappoint Walter Droege as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Peter Athanas, Walter P.J. Droege, and Frank Tanski are warranted because their election to the board does not warrant support due the board's lack of diversity. Votes AGAINST the non-independent nominees Peter Athanas, Walter P.J. Droege, and Frank Tanski are warranted because of the failure to establish a majority independent committee and because their elections to the board do not warrant support. A vote AGAINST the committee chair, Peter Athanas, is further warranted due to a continued lack of responsiveness to low free float support on previous remuneration votes.* | | | | |
| 7.3.c | Reappoint Frank Tanski as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Peter Athanas, Walter P.J. Droege, and Frank Tanski are warranted because their election to the board does not warrant support due the board's lack of diversity. Votes AGAINST the non-independent nominees Peter Athanas, Walter P.J. Droege, and Frank Tanski are warranted because of the failure to establish a majority independent committee and because their elections to the board do not warrant support. A vote AGAINST the committee chair, Peter Athanas, is further warranted due to a continued lack of responsiveness to low free float support on previous remuneration votes.* | | | | |
| 7.4 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |
| 7.5 | Designate Adrian von Segesser as Independent Proxy | Mgmt | For | For | For |
| 8 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Axfood AB

**Meeting Date:** 03/18/2026 **Country:** Sweden **Ticker:** AXFO
**Record Date:** 03/10/2026 **Meeting Type:** Annual
**Primary Security ID:** W1051R119

**Shares Voted:** 498

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 3 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Receive President's Report | Mgmt | | | |

# Axfood AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9.1 | Approve Discharge of Caroline Berg | Mgmt | For | For | For |
| 9.2 | Approve Discharge of Thomas Ekman | Mgmt | For | For | For |
| 9.3 | Approve Discharge of Bjorn Annwall | Mgmt | For | For | For |
| 9.4 | Approve Discharge of Fabian Bengtsson | Mgmt | For | For | For |
| 9.5 | Approve Discharge of Mia Brunell Livfors | Mgmt | For | For | For |
| 9.6 | Approve Discharge of Christian Luiga | Mgmt | For | For | For |
| 9.7 | Approve Discharge of Peter Ruzicka | Mgmt | For | For | For |
| 9.8 | Approve Discharge of Kristofer Tonstrom | Mgmt | For | For | For |
| 9.9 | Approve Discharge of Sara Ohrvall | Mgmt | For | For | For |
| 9.10 | Approve Discharge of Anders Helsing | Mgmt | For | For | For |
| 9.11 | Approve Discharge of Michaela Livenborn | Mgmt | For | For | For |
| 9.12 | Approve Discharge of Michael Sjoren | Mgmt | For | For | For |
| 9.13 | Approve Discharge of Lars Ostberg | Mgmt | For | For | For |
| 9.14 | Approve Discharge of Frida Antbrink | Mgmt | For | For | For |
| 9.15 | Approve Discharge of Ann-Katrin Alnervik | Mgmt | For | For | For |
| 9.16 | Approve Discharge of Johan Larsson | Mgmt | For | For | For |
| 9.17 | Approve Discharge of Patrik Thorin | Mgmt | For | For | For |
| 9.18 | Approve Discharge of Jimmy Sjogren | Mgmt | For | For | For |
| 9.19 | Approve Discharge of CEO Simone Margulies | Mgmt | For | For | For |
| 10 | Approve Allocation of Income and Dividends of SEK 9.00 Per Share | Mgmt | For | For | For |
| 11 | Approve Remuneration Report | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this item is warranted because the company provides lagged disclosures for its STIP.*

# Axfood AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 13.1 | Approve Remuneration of Directors in the Amount of SEK 877,000 for Chair and SEK 563,000 for Other Directors | Mgmt | For | For | For |
| 13.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 14.1 | Reelect Bjorn Annwall as Director | Mgmt | For | For | For |
| 14.2 | Reelect Caroline Berg as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Bjorn Annwall, Christian Luiga, Peter Ruzicka, Kristofer Tonstrom, and Sara Ohrvall (Items 14.1, 14.4, 14.5, 14.6, and 14.7) is warranted due to a lack of concern regarding the suitability of these nominees. Remuneration Committee Independence A vote AGAINST nominees Caroline Berg and Mia Brunell Livfors (Items 14.2 and 14.3) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 14.3 | Reelect Mia Brunell Livfors as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Bjorn Annwall, Christian Luiga, Peter Ruzicka, Kristofer Tonstrom, and Sara Ohrvall (Items 14.1, 14.4, 14.5, 14.6, and 14.7) is warranted due to a lack of concern regarding the suitability of these nominees. Remuneration Committee Independence A vote AGAINST nominees Caroline Berg and Mia Brunell Livfors (Items 14.2 and 14.3) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 14.4 | Reelect Christian Luiga as Director | Mgmt | For | For | For |
| 14.5 | Reelect Peter Ruzicka as Director | Mgmt | For | For | For |
| 14.6 | Reelect Kristofer Tonstroml as Director | Mgmt | For | For | For |
| 14.7 | Reelect Sara Ohrvall as Director | Mgmt | For | For | For |
| 14.8 | Elect Carolin Berg as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominees Caroline Berg is warranted due to her status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 15.1 | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 16 | Approve Nomination Committee Procedures | Mgmt | For | For | For |
| 17(a) | Approve Performance Share Plan LTIP 2026 for Key Employees | Mgmt | For | For | For |
| 17(b) | Approve Equity Plan Financing Through Repurchase and Transfer of Shares | Mgmt | For | For | For |

# H. Lundbeck A/S

**Meeting Date:** 03/18/2026 **Country:** Denmark **Ticker:** HLUN.B
**Record Date:** 03/11/2026 **Meeting Type:** Annual
**Primary Security ID:** K4406L137

**Shares Voted:** 1,721

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of DKK 1.15 Per Share | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 5.1 | Reelect Dorothea Wenzel as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Ilse Dorothea Wenzel, Jeffrey (Jeff) Berkowitz, and Lene Skole-Sorensen is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 5.2 | Reelect Lene Skole-Sorensen as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Ilse Dorothea Wenzel, Jeffrey (Jeff) Berkowitz, and Lene Skole-Sorensen is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 5.3 | Reelect Lars Erik Holmqvist as Director | Mgmt | For | For | For |
| 5.4 | Reelect Jeffrey Berkowitz as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Ilse Dorothea Wenzel, Jeffrey (Jeff) Berkowitz, and Lene Skole-Sorensen is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 5.5 | Reelect Santiago Arroyo as Director | Mgmt | For | For | For |
| 5.6 | Reelect Jakob Riis as Director | Mgmt | For | For | For |
| 5.7 | Reelect Lars Green as Director | Mgmt | For | For | For |
| 5.8 | Elect Rita Balice-Gordon as New Director | Mgmt | For | For | For |
| 6 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 7 | Ratify PricewaterhouseCoopers as Auditors; Ratify PricewaterhouseCoopers as Auditors for Sustainability Reporting | Mgmt | For | For | For |
| 8.1 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 8.2 | Approve Guidelines for Incentive-Based Compensation for Executive Management and Board | Mgmt | For | For | For |

## H. Lundbeck A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.3 | Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities | Mgmt | For | For | For |
| 9 | Other Business | Mgmt | | | |

## Safestore Holdings Plc

**Meeting Date:** 03/18/2026 **Country:** United Kingdom **Ticker:** SAFE

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** G77733106

**Shares Voted:** 1,272

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect David Hearn as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Hearn, Jane Bentall and Marie-Laure Duhot is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6 | Re-elect Frederic Vecchioli as Director | Mgmt | For | For | For |
| 7 | Re-elect Simon Clinton as Director | Mgmt | For | For | For |
| 8 | Re-elect Jane Bentall as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Hearn, Jane Bentall and Marie-Laure Duhot is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Avis Darzins as Director | Mgmt | For | For | For |
| 10 | Re-elect Laure Duhot as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Hearn, Jane Bentall and Marie-Laure Duhot is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect Delphine Mousseau as Director | Mgmt | For | For | For |
| 12 | Re-elect Gert van de Weerdhof as Director | Mgmt | For | For | For |
| 13 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |

## Safestore Holdings Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 21 | Reapprove 2020 Long Term Incentive Plan | Mgmt | For | For | For |

## Samsung Electronics Co., Ltd.

**Meeting Date:** 03/18/2026 **Country:** South Korea **Ticker:** 005930

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** Y74718100

**Shares Voted:** 45,377

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 1.2 | Amend Articles of Incorporation (Commercial Act) | Mgmt | For | For | For |
| 1.3 | Amend Articles of Incorporation (Office Term) | Mgmt | For | For | For |
| 1.4 | Amend Articles of Incorporation (Cancellation of Treasury Shares) | Mgmt | For | For | For |
| 2 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 3 | Elect Kim Yong-gwan as Inside Director | Mgmt | For | For | For |
| 4 | Elect Heo Eun-nyeong as Outside Director to Serve as an Audit Committee Member | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Eun-nyeong Heo is warranted for lack of diversity on the board. A vote AGAINST the incumbent member of the committee responsible for climate risk oversight, Eun-nyeong Heo, is also warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominee, Yong-gwan Kim, is warranted.*

## Samsung Electronics Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |
| 6 | Approval of the Plan for Holding and Disposition of Treasury Shares | Mgmt | For | For | For |

## Samsung SDI Co., Ltd.

**Meeting Date:** 03/18/2026 **Country:** South Korea **Ticker:** 006400
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y74866107

**Shares Voted:** 3,058

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Introduction of Cumulative Voting) | Mgmt | For | For | For |
| 2.2.1 | Amend Articles of Incorporation (Electronic Shareholder Meeting) | Mgmt | For | For | For |
| 2.2.2 | Amend Articles of Incorporation (Director Title Change) | Mgmt | For | For | For |
| 2.2.3 | Amend Articles of Incorporation (Separate Election of Audit Committee Member) | Mgmt | For | For | For |
| 2.2.4 | Amend Articles of Incorporation (Cancellation of Treasury Shares) | Mgmt | For | For | For |
| 3.1 | Elect Yoon Jong-won as Outside Director | Mgmt | For | For | For |
| 3.2 | Elect Oh Jae-gyun as Inside Director | Mgmt | For | For | For |
| 4.1 | Elect Lee Mi-gyeong as Outside Director to Serve as an Audit Committee Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Mi-gyeong Lee (Mee-kyung Lee) is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4.2 | Elect Yoo Seung-won as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 5 | Elect Yoon Jong-won as a Member of Audit Committee | Mgmt | For | For | For |

## Samsung SDI Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## The Walt Disney Company

**Meeting Date:** 03/18/2026 **Country:** USA **Ticker:** DIS

**Record Date:** 01/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 254687106

**Shares Voted:** 13,690

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mary T. Barra | Mgmt | For | For | For |
| 1b | Elect Director Amy L. Chang | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director D. Jeremy Darroch | Mgmt | For | For | For |
| 1d | Elect Director Carolyn N. Everson | Mgmt | For | For | For |
| 1e | Elect Director Michael B.G. Froman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director James P. Gorman | Mgmt | For | For | For |
| 1g | Elect Director Robert A. Iger | Mgmt | For | For | For |
| 1h | Elect Director Maria Elena Lagomasino | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Calvin R. McDonald | Mgmt | For | For | For |
| 1j | Elect Director Derica W. Rice | Mgmt | For | For | For |
| 1k | Elect Director Jeffrey E. Williams | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Risks of Excluding Religious Charities from Employee Gift Matching Program | SH | Against | Against | Against |

## The Walt Disney Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Report on Expected and Potential Return on Investment from Climate Commitments *Withdrawn Resolution* | SH | | | |
| 6 | Provide for Cumulative Voting | SH | Against | Against | Against |
| 7 | Review and Report on Disability Inclusion and Accessibility Practices | SH | Against | Against | Against |

## ABB Ltd.

**Meeting Date:** 03/19/2026 **Country:** Switzerland **Ticker:** ABBN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H0010V101

**Shares Voted:** 22,298

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 3 | Approve Sustainability Report (Non-Binding) | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5 | Approve Allocation of Income and Dividends of CHF 0.94 per Share | Mgmt | For | For | For |
| 6.1 | Approve Remuneration of Directors in the Amount of CHF 5.1 Million | Mgmt | For | For | For |
| 6.2 | Approve Remuneration of Executive Committee in the Amount of CHF 40 Million | Mgmt | For | For | For |
| 7.1 | Reelect David Constable as Director | Mgmt | For | For | For |
| 7.2 | Reelect Frederico Curado as Director | Mgmt | For | For | For |
| 7.3 | Reelect Johan Forssell as Director | Mgmt | For | For | For |
| 7.4 | Reelect Denise Johnson as Director | Mgmt | For | For | For |
| 7.5 | Reelect Jennifer Xin-Zhe Li as Director | Mgmt | For | For | For |
| 7.6 | Reelect Geraldine Matchett as Director | Mgmt | For | For | For |
| 7.7 | Reelect David Meline as Director | Mgmt | For | For | For |

## ABB Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.8 | Reelect Claudia Nemat as Director | Mgmt | For | For | For |
| 7.9 | Reelect Mats Rahmstrom as Director | Mgmt | For | For | For |
| 7.10 | Reelect Peter Voser as Director and Board Chair | Mgmt | For | For | For |
| 8.1 | Reappoint David Constable as Member of the Compensation Committee | Mgmt | For | For | For |
| 8.2 | Reappoint Frederico Curado as Member of the Compensation Committee | Mgmt | For | For | For |
| 8.3 | Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee | Mgmt | For | For | For |
| 8.4 | Appoint Mats Rahmstrom as Member of the Compensation Committee | Mgmt | For | For | For |
| 9 | Designate Zehnder Bolliger & Partner as Independent Proxy | Mgmt | For | For | For |
| 10 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |
| 11 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## AL Sydbank A/S

**Meeting Date:** 03/19/2026 **Country:** Denmark **Ticker:** ALSYDB
**Record Date:** 03/12/2026 **Meeting Type:** Annual
**Primary Security ID:** K9419V113

**Shares Voted:** 900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 5 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 6.1 | Reelect Claus Jensen as Director | Mgmt | For | For | For |

# AL Sydbank A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.2 | Reelect Henning Overgaard as Director | Mgmt | For | For | For |
| 6.3 | Reelect Caroline Soeborg Ahlefeldt as Director | Mgmt | For | For | For |
| 6.4 | Reelect Christian Riewe as Director | Mgmt | For | For | For |
| 7.1 | Reelect Steen Bjergegaard as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.2 | Reelect Michael Ahlefeldt as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.3 | Reelect Kim Galsgaard as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.4 | Elect Claus Juul Nielsen as New Member of Committee of Representatives | Mgmt | For | For | For |
| 7.5 | Reelect Thomas Iversen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.6 | Reelect Mette Grunnet as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.7 | Reelect Soran Holm as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.8 | Reelect Jesper Hansson as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.9 | Reelect Peter Gaemelke as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.10 | Reelect Peter Thorning as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.11 | Reelect Rasmus Normann Andersen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.12 | Reelect Tina Keith Schmidt as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.13 | Reelect Anders Hedegaard Peterson as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.14 | Elect Klaus Veslov as New Member of Committee of Representatives | Mgmt | For | For | For |
| 7.15 | Reelect Peter Erik Hansen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.16 | Reelect Per Have as Member of Committee of Representatives | Mgmt | For | For | For |

# AL Sydbank A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.17 | Reelect Henning Hojberg Kristensen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.18 | Elect Karen Jorgensen as New Member of Committee of Representatives | Mgmt | For | For | For |
| 7.19 | Reelect Erwin Andresen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.20 | Reelect Jesper Arkil as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.21 | Reelect Peter Therkelsen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.22 | Reelect Jan Muller as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.23 | Reelect Michael Kvist as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.24 | Reelect Frans Bennetsen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.25 | Reelect Flemming Jensen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.26 | Reelect Mia Dela Jensen as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.27 | Reelect Gitte Kirkegaard as Member of Committee of Representatives | Mgmt | For | For | For |
| 7.28 | Reelect Mikkel Grene as Member of Committee of Representatives | Mgmt | For | For | For |
| 8 | Ratify PricewaterhouseCoopers as Auditors; Ratify PricewaterhouseCoopers as Auditors for Sustainability Reporting | Mgmt | For | For | For |
| 9.a) | Approval of Voluntary Arrangement Concerning Employee Representation on the Board of Directors | Mgmt | For | For | For |
| 9.b) | Approve Creation of DKK 85.8 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 85.8 Million Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 10 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 11 | Other Business | Mgmt | | | |

## Banco Bilbao Vizcaya Argentaria SA

**Meeting Date:** 03/19/2026 **Country:** Spain **Ticker:** BBVA
**Record Date:** 03/15/2026 **Meeting Type:** Annual
**Primary Security ID:** E11805103

**Shares Voted:** 83,413

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 1.3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 1.4 | Approve Discharge of Board | Mgmt | For | For | For |
| 2.1 | Reelect Sonia Lilia Dula as Director | Mgmt | For | For | For |
| 2.2 | Reelect Raul Catarino Galamba de Oliveira as Director | Mgmt | For | For | For |
| 2.3 | Reelect Ana Leonor Revenga Shanklin as Director | Mgmt | For | For | For |
| 2.4 | Reelect Carlos Vicente Salazar Lomelin as Director | Mgmt | For | For | For |
| 2.5 | Elect Jorge Montalbo Todoli as Director | Mgmt | For | For | For |
| 3 | Authorize Board to Issue Contingent Convertible Securities for up to EUR 8 Billion | Mgmt | For | For | For |
| 4 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 5 | Approve Reduction in Share Capital via Cancellation of Treasury Shares | Mgmt | For | For | For |
| 6 | Approve Remuneration Policy | Mgmt | For | For | For |
| 7 | Fix Maximum Variable Compensation Ratio | Mgmt | For | For | For |
| 8 | Renew Appointment of Ernst & Young as Auditor | Mgmt | For | For | For |
| 9 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 10 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |

## DSV A/S

**Meeting Date:** 03/19/2026 **Country:** Denmark **Ticker:** DSV
**Record Date:** 03/12/2026 **Meeting Type:** Annual
**Primary Security ID:** K31864117

# DSV A/S

**Shares Voted:** 509

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of DKK 7 Per Share | Mgmt | For | For | For |
| 4 | Approve Remuneration of Directors in the Amount of DKK 2.4 Million for Chair, DKK 1.2 Million for Vice Chair and DKK 800,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |
| 6.1 | Reelect Thomas Plenborg as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Thomas Plenborg, Sabine Bendiek, and Benedikte Leroy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 6.2 | Reelect Beat Walti as Director | Mgmt | For | For | For |
| 6.3 | Reelect Tarek Sultan Al-Essa as Director | Mgmt | For | For | For |
| 6.4 | Reelect Benedikte Leroy as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Thomas Plenborg, Sabine Bendiek, and Benedikte Leroy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 6.5 | Reelect Natalie Shaverdian Riise-Knudsen as Director | Mgmt | For | For | For |
| 6.6 | Reelect Sabine Bendiek as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Thomas Plenborg, Sabine Bendiek, and Benedikte Leroy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 6.7 | Elect Lars Soren Rasmussen as New Director | Mgmt | For | For | For |
| 6.8 | Elect Tan Chong Meng as New Director | Mgmt | For | For | For |
| 7 | Ratify PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |
| 8 | Other Business | Mgmt | | | |

# Givaudan SA

**Meeting Date:** 03/19/2026 **Country:** Switzerland **Ticker:** GIVN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H3238Q102

**Shares Voted:** 42

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of CHF 72.00 per Share | Mgmt | For | For | For |
| 5 | Approve Discharge of Board of Directors | Mgmt | For | For | For |
| 6.1.1 | Reelect Victor Balli as Director | Mgmt | For | For | For |
| 6.1.2 | Reelect Louie D'Amico as Director | Mgmt | For | For | For |
| 6.1.3 | Reelect Ingrid Deltenre as Director | Mgmt | For | For | For |
| 6.1.4 | Reelect Sophie Gasperment as Director | Mgmt | For | For | For |
| 6.1.5 | Reelect Roberto Guidetti as Director | Mgmt | For | For | For |
| 6.1.6 | Reelect Melanie Maas-Brunner as Director | Mgmt | For | For | For |
| 6.2.1 | Elect Gilles Andrier as Director and Board Chair | Mgmt | For | For | For |
| 6.2.2 | Elect Ester Arnau as Director | Mgmt | For | For | For |
| 6.3.1 | Reappoint Victor Balli as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.3.2 | Reappoint Ingrid Deltenre as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.3.3 | Appoint Melanie Maas-Brunner as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.4 | Designate Manuel Isler as Independent Proxy | Mgmt | For | For | For |
| 6.5 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |
| 7.1 | Approve Remuneration of Directors in the Amount of CHF 2.7 Million | Mgmt | For | For | For |
| 7.2.1 | Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.6 Million | Mgmt | For | For | For |

## Givaudan SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.2.2 | Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 24.6 Million | Mgmt | For | For | For |
| 8 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this item is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## Hufvudstaden AB

**Meeting Date:** 03/19/2026 **Country:** Sweden **Ticker:** HUFV.A

**Record Date:** 03/11/2026 **Meeting Type:** Annual

**Primary Security ID:** W30061126

**Shares Voted:** 863

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 5 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive President's Report | Mgmt | | | |
| 8 | Receive Financial Statements and Statutory Reports; Report on Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | | | |
| 9 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 10 | Approve Allocation of Income and Dividends of SEK 2.90 Per Share | Mgmt | For | For | For |
| 11 | Approve Discharge of Management and Board | Mgmt | For | For | For |
| 12 | Determine Number of Members (8) and Deputy Members of Board (0); Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |

## Hufvudstaden AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Approve Remuneration of Directors in the Amount of SEK 600,000 for Chair, and SEK 300,000 for Other Directors; Approve Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Reelect Claes Boustedt, Liv Forhaug, Louise Lindh, Katarina Ljungqvist, Fredrik Lundberg (Chair), Anders Nygren, Fredrik Persson and Sten Peterson as Directors; Ratify PricewaterhouseCoopers AB as Auditor | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Fredrik Lundberg, Anders Nygren, Claes Boustedt, Liv Forhaug, Louise Lindh, Katarina Ljungqvist, Fredrik Persson, and Sten Peterson is warranted for lack of diversity on the board. While there are no concerns with the proposed auditor, a vote AGAINST this item is warranted because: * Less than half of the shareholder-elected board is independent. * Fredrik Lundberg is considered overboarded. * Audit committee chair Louise Lindh is non-independent.* | | | | |
| 15 | Approve Remuneration Report | Mgmt | For | For | For |
| 16 | Approve SEK 84.8 Million Reduction in Share Capital for Transfer to Unrestricted Equity; Approve Share Capital Increase Through Bonus Issue | Mgmt | For | For | For |
| 17 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 18 | Close Meeting | Mgmt | | | |

## Kemira Oyj

**Meeting Date:** 03/19/2026 **Country:** Finland **Ticker:** KEMIRA
**Record Date:** 03/09/2026 **Meeting Type:** Annual
**Primary Security ID:** X44073108

**Shares Voted:** 599

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |

## Kemira Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 0.76 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of EUR 141,000 for Chair, EUR 79,000 for Vice Chair and EUR 61,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Seven; Reelect Susan Duinhoven (Vice Chair), Tina Sejersgard Fano, Werner Fuhrmann, Matti Lehmus, Annika Paasikivi (Chair), Kristian Pullola, and Mikael Staffas as Directors | Mgmt | For | For | For |
| 13 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 15 | Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 16 | Appoint Ernst & Young as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 17 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 18 | Approve Issuance of up to 15 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| 19 | Close Meeting | Mgmt | | | |

## Keysight Technologies, Inc.

**Meeting Date:** 03/19/2026 **Country:** USA **Ticker:** KEYS

**Record Date:** 01/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 49338L103

## Keysight Technologies, Inc.

**Shares Voted:** 1,688

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Satish C. Dhanasekaran | Mgmt | For | For | For |
| 1.2 | Elect Director Richard P. Hamada | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Kevin A. Stephens | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Declassify the Board of Directors | Mgmt | For | For | For |
| 5 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The right to call special meetings at a 10 percent ownership threshold would enhance shareholder rights.* | | | | |

## Kubota Corp.

**Meeting Date:** 03/19/2026 **Country:** Japan **Ticker:** 6326

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J36662138

**Shares Voted:** 27,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kitao, Yuichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Hanada, Shingo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Ichikawa, Nobushige | Mgmt | For | For | For |
| 1.4 | Elect Director Azuma, Takanobu | Mgmt | For | For | For |
| 1.5 | Elect Director Kondo, Wataru | Mgmt | For | For | For |
| 1.6 | Elect Director Shintaku, Yutaro | Mgmt | For | For | For |

## Kubota Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director Arakane, Kumi | Mgmt | For | For | For |
| 1.8 | Elect Director Kawana, Koichi | Mgmt | For | For | For |
| 1.9 | Elect Director Furusawa, Yuri | Mgmt | For | For | For |
| 1.10 | Elect Director Yamashita, Yoshinori | Mgmt | For | For | For |
| 2.1 | Appoint Statutory Auditor Tsunematsu, Masashi | Mgmt | For | For | For |
| 2.2 | Appoint Statutory Auditor Mori, Hideki | Mgmt | For | For | For |
| 2.3 | Appoint Statutory Auditor Kimura, Keijiro | Mgmt | For | For | For |
| 3 | Appoint Alternate Statutory Auditor Iwamoto, Hogara | Mgmt | For | For | For |

## Kyowa Kirin Co., Ltd.

**Meeting Date:** 03/19/2026 **Country:** Japan **Ticker:** 4151

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J38296117

**Shares Voted:** 500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 32 | Mgmt | For | For | For |
| 2 | Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval | Mgmt | For | For | For |
| 3.1 | Elect Director Miyamoto, Masashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.2 | Elect Director Abdul Mullick | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.3 | Elect Director Yamashita, Takeyoshi | Mgmt | For | For | For |
| 3.4 | Elect Director Fujiwara, Daisuke | Mgmt | For | For | For |
| 3.5 | Elect Director Oyamada, Takashi | Mgmt | For | For | For |
| 3.6 | Elect Director Suzuki, Yoshihisa | Mgmt | For | For | For |

## Kyowa Kirin Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.7 | Elect Director Nakata, Rumiko | Mgmt | For | For | For |
| 3.8 | Elect Director Ito, Yukiko | Mgmt | For | For | For |
| 4.1 | Elect Director and Audit Committee Member Shibata, Kenji | Mgmt | For | For | For |
| 4.2 | Elect Director and Audit Committee Member Wachi, Yoko | Mgmt | For | For | For |
| 4.3 | Elect Director and Audit Committee Member Kanno, Hiroshi | Mgmt | For | For | For |
| 4.4 | Elect Director and Audit Committee Member Kan, Kohei | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |
| 6 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |
| 7 | Approve Restricted Stock Plan | Mgmt | For | For | For |
| 8 | Approve Performance Share Plan | Mgmt | For | For | For |

## Samsung Life Insurance Co., Ltd.

**Meeting Date:** 03/19/2026 **Country:** South Korea **Ticker:** 032830

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** Y74860100

**Shares Voted:** 5,250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Commercial Act) | Mgmt | For | For | For |
| 3 | Elect Lim Chae-min as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 4 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## Unicharm Corp.

**Meeting Date:** 03/19/2026 **Country:** Japan **Ticker:** 8113
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J94104114

**Shares Voted:** 5,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Takahara, Takahisa | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Takaku, Kenji | Mgmt | For | For | For |
| 1.3 | Elect Director Shite, Tetsuya | Mgmt | For | For | For |

## EFG International AG

**Meeting Date:** 03/20/2026 **Country:** Switzerland **Ticker:** EFGN
**Record Date:** **Meeting Type:** Annual
**Primary Security ID:** H2078C108

**Shares Voted:** 544

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Despite minor improvements, the ex-post disclosures provided to explain variable pay outcomes are unclear and lag better market practice. * There is no disclosure of STI opportunity levels, including target awards or maximum caps. * The level of potential dilution of issued and outstanding equity awards is high for a mature company. * The report does not address low support among free float shareholders. Separately, there is a high level of concern identified in the quantitative pay for performance analysis, which is partly driven by the quantum of the CEO's FY23-25 vested LTI award (CHF 10.5 million). In mitigating, however, the company does not make annual LTI grants and vesting is supported by significant outperformance of GICS and Index peers across the prior one-, three-, and five-year periods.* | | | | |
| 3 | Approve Sustainability Report | Mgmt | For | For | For |
| 4.1 | Approve Treatment of Net Loss | Mgmt | For | For | For |
| 4.2 | Approve Dividends of CHF 0.65 per Share from Capital Contribution Reserves | Mgmt | For | For | For |
| 5 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 6.1 | Approve Fixed Remuneration of Directors in the Amount of CHF 5.2 Million | Mgmt | For | For | For |

# EFG International AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.2 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Fixed compensation (Item 6.2) A vote AGAINST this proposal is warranted because the quantum of fixed remuneration levels appears high compared to broader market and sector practices, and the company has not provided a compelling rationale to explain the requested amount. Short-term -variable compensation (Ex-post) (Item 6.3) A vote AGAINST the proposal is warranted because the awards appear high compared to broader market and sector practices, and they are not supported by robust disclosures of how the amounts were determined or the specific performance underlying payouts. Long-term variable compensation (ex-post) (Item 6.4) A vote AGAINST this proposal is warranted because this grant covers the entire 2026-2028 period, and the company does not provide robust disclosure of underlying performance requirements, such as specific metrics or target values.* | | | | |
| 6.3 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 13.2 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Fixed compensation (Item 6.2) A vote AGAINST this proposal is warranted because the quantum of fixed remuneration levels appears high compared to broader market and sector practices, and the company has not provided a compelling rationale to explain the requested amount. Short-term -variable compensation (Ex-post) (Item 6.3) A vote AGAINST the proposal is warranted because the awards appear high compared to broader market and sector practices, and they are not supported by robust disclosures of how the amounts were determined or the specific performance underlying payouts. Long-term variable compensation (ex-post) (Item 6.4) A vote AGAINST this proposal is warranted because this grant covers the entire 2026-2028 period, and the company does not provide robust disclosure of underlying performance requirements, such as specific metrics or target values.* | | | | |
| 6.4 | Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 45 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Fixed compensation (Item 6.2) A vote AGAINST this proposal is warranted because the quantum of fixed remuneration levels appears high compared to broader market and sector practices, and the company has not provided a compelling rationale to explain the requested amount. Short-term -variable compensation (Ex-post) (Item 6.3) A vote AGAINST the proposal is warranted because the awards appear high compared to broader market and sector practices, and they are not supported by robust disclosures of how the amounts were determined or the specific performance underlying payouts. Long-term variable compensation (ex-post) (Item 6.4) A vote AGAINST this proposal is warranted because this grant covers the entire 2026-2028 period, and the company does not provide robust disclosure of underlying performance requirements, such as specific metrics or target values.* | | | | |
| 7.1.a | Reelect Emmanuel Bussetil as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Alexander Classen, Emmanuel Bussetil, Boris Collardi, Roberto Isolani, and Philip Lofts is warranted for lack of diversity on the board. In addition, the reelection of Emmanuel Bussetil is highlighted for shareholder attention given the recurrence of AML-related enforcement actions affecting the group across multiple periods. In this context, we note that Bussetil has served the company's audit committee for 20 years, which may raise questions regarding his accountability for persistent compliance shortcomings. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7.1.b | Reelect Yvonne Bettkober as Director | Mgmt | For | For | For |
| 7.1.c | Reelect Alexander Classen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Alexander Classen, Emmanuel Bussetil, Boris Collardi, Roberto Isolani, and Philip Lofts is warranted for lack of diversity on the board. In addition, the reelection of Emmanuel Bussetil is highlighted for shareholder attention given the recurrence of AML-related enforcement actions affecting the group across multiple periods. In this context, we note that Bussetil has served the company's audit committee for 20 years, which may raise questions regarding his accountability for persistent compliance shortcomings. A vote FOR the remaining director nominees is warranted.* | | | | |

# EFG International AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.1.d | Reelect Boris Collardi as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Alexander Classen, Emmanuel Bussetil, Boris Collardi, Roberto Isolani, and Philip Lofts is warranted for lack of diversity on the board. In addition, the reelection of Emmanuel Bussetil is highlighted for shareholder attention given the recurrence of AML-related enforcement actions affecting the group across multiple periods. In this context, we note that Bussetil has served the company's audit committee for 20 years, which may raise questions regarding his accountability for persistent compliance shortcomings. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7.1.e | Reelect Luisa Delgado as Director | Mgmt | For | For | For |
| 7.1.f | Reelect Wanda Eriksen as Director | Mgmt | For | For | For |
| 7.1.g | Reelect Roberto Isolani as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Alexander Classen, Emmanuel Bussetil, Boris Collardi, Roberto Isolani, and Philip Lofts is warranted for lack of diversity on the board. In addition, the reelection of Emmanuel Bussetil is highlighted for shareholder attention given the recurrence of AML-related enforcement actions affecting the group across multiple periods. In this context, we note that Bussetil has served the company's audit committee for 20 years, which may raise questions regarding his accountability for persistent compliance shortcomings. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7.1.h | Reelect John Latsis as Director | Mgmt | For | For | For |
| 7.1.i | Reelect Maria Leistner as Director | Mgmt | For | For | For |
| 7.1.j | Reelect Philip Lofts as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Alexander Classen, Emmanuel Bussetil, Boris Collardi, Roberto Isolani, and Philip Lofts is warranted for lack of diversity on the board. In addition, the reelection of Emmanuel Bussetil is highlighted for shareholder attention given the recurrence of AML-related enforcement actions affecting the group across multiple periods. In this context, we note that Bussetil has served the company's audit committee for 20 years, which may raise questions regarding his accountability for persistent compliance shortcomings. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7.1.k | Reelect Carlo Lombardini as Director | Mgmt | For | For | For |
| 7.1.l | Reelect Konstantinos Tsiveriotis as Director | Mgmt | For | For | For |
| 7.2 | Reelect Alexander Classen as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Alexander Classen, Emmanuel Bussetil, Boris Collardi, Roberto Isolani, and Philip Lofts is warranted for lack of diversity on the board. In addition, the reelection of Emmanuel Bussetil is highlighted for shareholder attention given the recurrence of AML-related enforcement actions affecting the group across multiple periods. In this context, we note that Bussetil has served the company's audit committee for 20 years, which may raise questions regarding his accountability for persistent compliance shortcomings. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8.1 | Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Alexander Classen, Emmanuel Bussetil, Boris Collardi, Roberto Isolani, and Philip Lofts is warranted for lack of diversity on the board. In addition, the reelection of Emmanuel Bussetil is highlighted for shareholder attention given the recurrence of AML-related enforcement actions affecting the group across multiple periods. In this context, we note that Bussetil has served the company's audit committee for 20 years, which may raise questions regarding his accountability for persistent compliance shortcomings. A vote FOR the remaining director nominees is warranted.* | | | | |

# EFG International AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.2 | Reappoint Alexander Classen as Member of the Compensation and Nomination Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Alexander Classen, Emmanuel Bussetil, Boris Collardi, Roberto Isolani, and Philip Lofts is warranted for lack of diversity on the board. In addition, the reelection of Emmanuel Bussetil is highlighted for shareholder attention given the recurrence of AML-related enforcement actions affecting the group across multiple periods. In this context, we note that Bussetil has served the company's audit committee for 20 years, which may raise questions regarding his accountability for persistent compliance shortcomings. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8.3 | Reappoint Boris Collardi as Member of the Compensation and Nomination Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Alexander Classen, Emmanuel Bussetil, Boris Collardi, Roberto Isolani, and Philip Lofts is warranted for lack of diversity on the board. In addition, the reelection of Emmanuel Bussetil is highlighted for shareholder attention given the recurrence of AML-related enforcement actions affecting the group across multiple periods. In this context, we note that Bussetil has served the company's audit committee for 20 years, which may raise questions regarding his accountability for persistent compliance shortcomings. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8.4 | Reappoint Roberto Isolani as Member of the Compensation and Nomination Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Alexander Classen, Emmanuel Bussetil, Boris Collardi, Roberto Isolani, and Philip Lofts is warranted for lack of diversity on the board. In addition, the reelection of Emmanuel Bussetil is highlighted for shareholder attention given the recurrence of AML-related enforcement actions affecting the group across multiple periods. In this context, we note that Bussetil has served the company's audit committee for 20 years, which may raise questions regarding his accountability for persistent compliance shortcomings. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8.5 | Reappoint Philip Lofts as Member of the Compensation and Nomination Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Alexander Classen, Emmanuel Bussetil, Boris Collardi, Roberto Isolani, and Philip Lofts is warranted for lack of diversity on the board. In addition, the reelection of Emmanuel Bussetil is highlighted for shareholder attention given the recurrence of AML-related enforcement actions affecting the group across multiple periods. In this context, we note that Bussetil has served the company's audit committee for 20 years, which may raise questions regarding his accountability for persistent compliance shortcomings. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8.6 | Appoint Luisa Delgado as Member of the Compensation and Nomination Committee | Mgmt | For | For | For |
| 9 | Designate ADROIT Anwaelte as Independent Proxy | Mgmt | For | For | For |
| 10 | Ratify PricewaterhouseCoopers SA as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the audit firm has been engaged for more than 20 years.* | | | | |
| 11 | Approve Creation of CHF 25 Million Pool of Conversion Capital without Preemptive Rights | Mgmt | For | For | For |
| 12 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## LG Energy Solution Ltd.

**Meeting Date:** 03/20/2026 **Country:** South Korea **Ticker:** 373220
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y5S5CG102

**Shares Voted:** 3,703

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Electronic Shareholder Meeting) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Director Title Change) | Mgmt | For | For | For |
| 2.4 | Amend Articles of Incorporation (Separate Election of Audit Committee Member) | Mgmt | For | For | For |
| 2.5 | Amend Articles of Incorporation (Audit Committee Member) | Mgmt | For | For | For |
| 2.6 | Amend Articles of Incorporation (Record Date for Dividends) | Mgmt | For | For | For |
| 3 | Elect Lee Myeong-gyu as Outside Director | Mgmt | For | For | For |
| 4 | Elect Park Jin-gyu as Outside Director to Serve as an Audit Committee Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Jin-gyu Park is warranted for lack of diversity on the board. A vote FOR the remaining director nominee, Myeong-gyu Lee, is warranted* | | | | |
| 5 | Elect Lee Myeong-gyu as a Member of Audit Committee | Mgmt | For | For | For |
| 6 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## Azrieli Group Ltd.

**Meeting Date:** 03/22/2026 **Country:** Israel **Ticker:** AZRG
**Record Date:** 02/22/2026 **Meeting Type:** Special
**Primary Security ID:** M1571Q105

# Azrieli Group Ltd.

**Shares Voted:** 0

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Compensation Policy for the Directors and Officers of the Company | Mgmt | For | For | |
| 2 | Approve Employment Terms of Danna Azrieli, CEO | Mgmt | For | For | |
| 3 | Issue Updated Indemnification Agreements to Directors/Officers | Mgmt | For | For | |
| 4 | Approve Employment Terms of Irit Sekler-Pilosof | Mgmt | For | For | |
| A | Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager | Mgmt | None | Refer | |
| | *Voting Policy Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.* | | | | |
| | Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney | Mgmt | | | |
| B1 | If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |
| B2 | If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |

## Azrieli Group Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| B3 | If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |

## NAVER Corp.

**Meeting Date:** 03/23/2026 **Country:** South Korea **Ticker:** 035420
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y62579100

**Shares Voted:** 3,588

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Commercial Act) | Mgmt | For | For | For |
| 3 | Elect Kim Hui-cheol as Inside Director | Mgmt | For | For | For |
| 4 | Elect Kim I-bae as Outside Director to Serve as an Audit Committee Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member I-bae Kim is warranted for lack of diversity on the board. A vote FOR the remaining director nominee Hui-cheol Kim is warranted.* | | | | |
| 5 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## Novonesis (Novozymes A/S)

**Meeting Date:** 03/23/2026 **Country:** Denmark **Ticker:** NSIS.B
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** K7317J133

# Novonesis (Novozymes A/S)

**Shares Voted:** 9,730

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of DKK 4.25 Per Share | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 5 | Approve Remuneration of Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 6.a) | Reelect Cornelis (Cees) de Jong (Chair) as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: A vote ABSTAIN with respect to the (re)election to the board of incumbent nominating committee members Cornelis (Cees) de Jong, Kasim Kutay, and Kim Narelle Stratton is warranted for lack of diversity on the board. A vote ABSTAIN for candidate Kasim Kutay is further warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure A vote FOR the remaining director nominee(s) is warranted.* | | | | |
| 7.a) | Reelect Heine Dalsgaard (Vice Chair) as Director | Mgmt | For | For | For |
| 8.a) | Reelect Lise Kaae as Director | Mgmt | For | For | For |
| 8.b) | Reelect Monila Kothari as Director | Mgmt | For | For | For |
| 8.c) | Reelect Kasim Kutay Lane as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: A vote ABSTAIN with respect to the (re)election to the board of incumbent nominating committee members Cornelis (Cees) de Jong, Kasim Kutay, and Kim Narelle Stratton is warranted for lack of diversity on the board. A vote ABSTAIN for candidate Kasim Kutay is further warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure A vote FOR the remaining director nominee(s) is warranted.* | | | | |
| 8.d) | Reelect Kevin Lane as Director | Mgmt | For | For | For |
| 8.e) | Reelect Morten Otto Alexander Sommer as Director | Mgmt | For | For | For |
| 8.f) | Reelect Kim Stratton as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: A vote ABSTAIN with respect to the (re)election to the board of incumbent nominating committee members Cornelis (Cees) de Jong, Kasim Kutay, and Kim Narelle Stratton is warranted for lack of diversity on the board. A vote ABSTAIN for candidate Kasim Kutay is further warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure A vote FOR the remaining director nominee(s) is warranted.* | | | | |
| 9.a) | Ratify Ernst & Young as Auditors; Ratify Ernst & Young as Auditors for Sustainability Reporting | Mgmt | For | For | For |

## Novonesis (Novozymes A/S)

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10.a) | Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; Approve Issuance of Warrants without Preemptive Rights | Mgmt | For | For | For |
| 10.b) | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 10.c) | Authorize Board to Decide on the Distribution of Extraordinary Dividends | Mgmt | For | For | For |
| 10.d) | Change Location of Annual Meeting to Region of Eastern Denmark | Mgmt | For | For | For |
| | Shareholder Proposal Submitted by Michael Gaarde | Mgmt | | | |
| 11.a) | Account for Ethical Policies and Ensure Compliance Frameworks in Practice | SH | Against | Against | Against |
| | Management Proposals | Mgmt | | | |
| 12 | Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities | Mgmt | For | For | For |
| 13 | Other Business | Mgmt | | | |

## Akbank TAS

**Meeting Date:** 03/24/2026 **Country:** Turkey **Ticker:** AKBNK.E

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** M0300L106

**Shares Voted:** 77,767

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting and Elect Presiding Council of Meeting | Mgmt | For | For | For |
| 2 | Receive Board Report | Mgmt | | | |
| 3 | Receive Audit Report | Mgmt | | | |
| 4 | Accept Sustainability Report | Mgmt | For | For | For |
| 5 | Accept Financial Statements | Mgmt | For | For | For |
| 6 | Approve Discharge of Board | Mgmt | For | For | For |
| 7 | Approve Allocation of Income | Mgmt | For | For | For |

## Akbank TAS

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve Accounting Transfers due to Revaluation | Mgmt | For | For | For |
| 9 | Elect Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement.* | | | | |
| 10 | Approve Director Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.* | | | | |
| 11 | Ratify External Auditors | Mgmt | For | For | For |
| 12 | Amend Article 9 Re: Capital Related | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted as the board would be able to issue shares up to 477 percent of the issued share capital with pre-emptive rights.* | | | | |
| 13 | Receive Information on Donations Made in 2025 | Mgmt | | | |
| 14 | Approve Upper Limit of Donations for 2026 | Mgmt | For | For | For |
| 15 | Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law | Mgmt | For | For | For |

## Asahi Group Holdings Ltd.

**Meeting Date:** 03/24/2026 **Country:** Japan **Ticker:** 2502

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J02100113

**Shares Voted:** 5,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 26 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * It will be inappropriate to make final dividend payments before audited financial statements are available.* | | | | |
| 2.1 | Elect Director Katsuki, Atsushi | Mgmt | For | For | For |
| 2.2 | Elect Director Tanimura, Keizo | Mgmt | For | For | For |
| 2.3 | Elect Director Sakita, Kaoru | Mgmt | For | For | For |
| 2.4 | Elect Director Fukuda, Yukitaka | Mgmt | For | For | For |
| 2.5 | Elect Director Oshima, Akiko | Mgmt | For | For | For |
| 2.6 | Elect Director Oyagi, Shigeo | Mgmt | For | For | For |

## Asahi Group Holdings Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.7 | Elect Director Sasae, Kenichiro | Mgmt | For | For | For |
| 2.8 | Elect Director Ohashi, Tetsuji | Mgmt | For | For | For |
| 2.9 | Elect Director Matsunaga, Mari | Mgmt | For | For | For |
| 2.10 | Elect Director Tanaka, Sanae | Mgmt | For | For | For |
| 2.11 | Elect Director Sato, Chika | Mgmt | For | For | For |
| 2.12 | Elect Director Melanie Brock | Mgmt | For | For | For |
| 2.13 | Elect Director Miyakawa, Akiko | Mgmt | For | For | For |

## Bridgestone Corp.

**Meeting Date:** 03/24/2026 **Country:** Japan **Ticker:** 5108
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J04578126

**Shares Voted:** 1,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 115 | Mgmt | For | For | For |
| 2.1 | Elect Director Morita, Yasuhiro | Mgmt | For | For | For |
| 2.2 | Elect Director Tamura, Nobuyuki | Mgmt | For | For | For |
| 2.3 | Elect Director Scott Trevor Davis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence. * The nominee is an incumbent nominating committee member and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Masuda, Kenichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence. * The nominee is an incumbent nominating committee member and there is a lack of diversity on the board.* | | | | |
| 2.5 | Elect Director Suzuki, Yoko | Mgmt | For | For | For |
| 2.6 | Elect Director Kobayashi, Yukari | Mgmt | For | For | For |
| 2.7 | Elect Director Nakajima, Yasuhiro | Mgmt | For | For | For |
| 2.8 | Elect Director Morikawa, Noriko | Mgmt | For | For | For |
| 2.9 | Elect Director Itagaki, Toshiaki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent nominating committee member and there is a lack of diversity on the board.* | | | | |
| 2.10 | Elect Director Mori, Shigeki | Mgmt | For | For | For |

## Bridgestone Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.11 | Elect Director Matsuda, Akira | Mgmt | For | For | For |
| 2.12 | Elect Director Yoshimi, Tsuyoshi | Mgmt | For | For | For |

## Construction Partners, Inc.

**Meeting Date:** 03/24/2026 **Country:** USA **Ticker:** ROAD
**Record Date:** 01/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 21044C107

**Shares Voted:** 470

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Craig Jennings | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. WITHHOLD votes are further warranted for Craig Jennings and Mark Matteson due to the following reasons: - For serving as non-independent members of certain key board committees; - As non-independent director nominees, for failing to establish a board on which a majority of the directors are independent; and - As Governance Committee members, given the board's failure to remove, or subject to a sunset requirement, the classified board, the pop-up supermajority vote requirement to enact certain changes to the governing documents, and the dual-class capital structure, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Mark R. Matteson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. WITHHOLD votes are further warranted for Craig Jennings and Mark Matteson due to the following reasons: - For serving as non-independent members of certain key board committees; - As non-independent director nominees, for failing to establish a board on which a majority of the directors are independent; and - As Governance Committee members, given the board's failure to remove, or subject to a sunset requirement, the classified board, the pop-up supermajority vote requirement to enact certain changes to the governing documents, and the dual-class capital structure, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify RSM US LLP as Auditors | Mgmt | For | For | For |

## FLSmidth & Co. A/S

**Meeting Date:** 03/24/2026 **Country:** Denmark **Ticker:** FLS
**Record Date:** 03/17/2026 **Meeting Type:** Annual
**Primary Security ID:** K90242130

**Shares Voted:** 200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

## FLSmidth & Co. A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3)a | Approve Remuneration of Directors for 2025 in the Aggregate Amount of DKK 7.3 Million | Mgmt | For | For | For |
| 3)b | Approve Remuneration of Directors for 2026 | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of DKK 4 Per Share | Mgmt | For | For | For |
| 5 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 6)a | Reelect Anne Louise Eberhard as Director | Mgmt | For | For | For |
| 6)b | Reelect Anna Hyvonen as Director | Mgmt | For | For | For |
| 6)c | Reelect Lars Engstrom as Director | Mgmt | For | For | For |
| 6)d | Reelect Rune Wichmann as Director | Mgmt | For | For | For |
| 6)e | Elect Lene Skole-Sorensen as New Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: A vote FOR nominees Anne Louise Eberhard (Item 6)a), Anna Kristiina Hyvonen (Item 6)b), Lars Engstrom (Item 6)c) and Rune Wichmann (Item 6)d) is warranted due to a lack of concern regarding the suitability of these nominees. Overboarded Chair of the Board A vote ABSTAIN on nominee Lene Skole-Sorensen (Item 6)e) is warranted, as she is proposed as a new board chair while being considered overboarded.* | | | | |
| 7)a | Ratify Ernst & Young as Auditor; Ratify Ernst & Young as Auditors for Sustainability Reporting | Mgmt | For | For | For |
| 8.1 | Approve Remuneration Policy | Mgmt | For | For | For |
| 8.2 | Amend Articles Re: Indemnification | Mgmt | For | For | For |
| 8.3 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 8.4 | Approve Reduction in Share Capital via Reduction of Par Value | Mgmt | For | For | For |
| 8.5 | Approve Creation of DKK 115.3 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 115.3 Million Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 9 | Other Business | Mgmt | | | |

## Grab Holdings Limited

**Meeting Date:** 03/24/2026
**Country:** Cayman Islands
**Ticker:** GRAB
**Record Date:** 02/24/2026
**Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** G4124C109

## Grab Holdings Limited

**Shares Voted:** 22,494

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Memorandum and Articles of Association | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted as the proposed increase in Class B voting power would perpetuate a multi-class capital structure with disparate voting rights, which are generally not in the best interests of unaffiliated shareholders.* | | | | |

## HD Hyundai Electric Co., Ltd.

**Meeting Date:** 03/24/2026 **Country:** South Korea **Ticker:** 267260

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** Y3R1DD103

**Shares Voted:** 97

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Miscellaneous) | Mgmt | For | For | For |
| 3 | Elect Namgoong Hun as Inside Director | Mgmt | For | For | For |
| 4 | Elect Han Chan-sik as Outside Director to Serve as an Audit Committee Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Chan-sik Han is warranted for lack of diversity on the board. A vote FOR the remaining director nominee, Hun Namgoong, is warranted.* | | | | |
| 5 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## Hiab Oyj

**Meeting Date:** 03/24/2026 **Country:** Finland **Ticker:** HIAB

**Record Date:** 03/12/2026 **Meeting Type:** Annual

**Primary Security ID:** X10788184

**Shares Voted:** 219

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |

# Hiab Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports; Receive President Review | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 1.16 Per Class A Share and EUR 1.17 Per Class B Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to insufficient vesting and performance periods under the long-term incentive plans, as well as lack of disclosure revolving the RSU plan. Additionally, concerns are noted regarding the lack of disclosure of performance targets under the short-term incentive plan.* | | | | |
| 11 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the performance targets in the long-term incentive plans are set and measured annually. Furthermore, the increase in variable opportunities lacks rationale.* | | | | |
| 12 | Approve Remuneration of Directors in the Amount of EUR 170,000 for Chair, EUR 100,000 for Vice Chair, and EUR 85,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 13 | Fix Number of Directors at Seven | Mgmt | For | For | For |
| 14 | Reelect Eric Alstrom, Raija-Leena Hankonen-Nybom, Casimir Lindholm (Vice Chair), Jukka Moisio (Chair), Tuija Pohjolainen-Hiltunen, Ritva Sotamaa, and Luca Sra as Directors | Mgmt | For | For | For |
| 15 | Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 16 | Ratify Ernst & Young as Auditor; Appoint Ernst & Young as Auditor for Sustainability Reporting | Mgmt | For | For | For |

## Hiab Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 18 | Approve Issuance of 952,000 A Shares and 5.4 Million B Shares without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.* | | | | |
| 19 | Approve Charitable Donations of up to EUR 100,000 | Mgmt | For | For | For |
| 20 | Close Meeting | Mgmt | | | |

## NARI Technology Co., Ltd.

**Meeting Date:** 03/24/2026 **Country:** China **Ticker:** 600406
**Record Date:** 03/17/2026 **Meeting Type:** Special
**Primary Security ID:** Y6S99Q112

**Shares Voted:** 57,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Luo Hanwu as Non-independent Director | Mgmt | For | For | For |

## Nordea Bank Abp

**Meeting Date:** 03/24/2026 **Country:** Finland **Ticker:** NDA.FI
**Record Date:** 03/12/2026 **Meeting Type:** Annual
**Primary Security ID:** X5S8VL105

**Shares Voted:** 47,909

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | For | For | For |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Nordea Bank Abp

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve Allocation of Income and Dividends of EUR 0.96 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of EUR 440,000 for Chair, EUR 190,000 for Vice Chair and EUR 115,500 for Other Directors; Approve Remuneration for Committee Work; Approve Legal and Administrative Fees | Mgmt | For | For | For |
| 12 | Fix Number of Directors (10) and Deputy Directors (1) | Mgmt | For | For | For |
| 13.a | Reelect Sir Stephen Hester (Chair) as Director | Mgmt | For | For | For |
| 13.b | Reelect Petra van Hoeken as Director | Mgmt | For | For | For |
| 13.c | Reelect Risto Murto as Director | Mgmt | For | For | For |
| 13.d | Reelect Lars Rohde as Director | Mgmt | For | For | For |
| 13.e | Reelect Lene Skole as Director | Mgmt | For | For | For |
| 13.f | Reelect Per Stromberg as Director | Mgmt | For | For | For |
| 13.g | Reelect Jonas Synnergren as Director | Mgmt | For | For | For |
| 13.h | Reelect Arja Talma as Director | Mgmt | For | For | For |
| 13.i | Reelect Kjersti Wiklund as Director | Mgmt | For | For | For |
| 13.j | Elect Simon Cooper as New Director | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditor; Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 15 | Ratify PricewaterhouseCoopers as Auditor; Appoint PricewaterhouseCoopers for Sustainability Reporting | Mgmt | For | For | For |
| 16 | Approve Issuance of Convertible Instruments without Preemptive Rights | Mgmt | For | For | For |
| 17 | Authorize Share Repurchase Program in the Securities Trading Business | Mgmt | For | For | For |
| 18 | Authorize Reissuance of Repurchased Shares | Mgmt | For | For | For |

## Nordea Bank Abp

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 20 | Approve Issuance of up to 30 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by Swedish Society for Nature Conservation and Action Aid Denmark | Mgmt | | | |
| 21 | Approve Proposal Regarding Business Activities in the Arctic Region | SH | Against | Against | Against |
| 22 | Close Meeting | Mgmt | | | |

## Orion Oyj

**Meeting Date:** 03/24/2026 **Country:** Finland **Ticker:** ORNBV

**Record Date:** 03/12/2026 **Meeting Type:** Annual

**Primary Security ID:** X6002Y112

**Shares Voted:** 2,321

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 1.80 Per Share; Approve Charitable Donations of up to EUR 500,000 | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President and CEO | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |

## Orion Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair, EUR 73,000 for Vice Chair and EUR 60,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Eight | Mgmt | For | For | For |
| 13 | Reelect Kari Jussi Aho, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Henrik Stenqvist, and Karen Lykke Sorensen as Directors; Elect Minna Maasilta and Sophie Papa as New Directors | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 15 | Ratify KPMG as Auditors; Appoint KPMG as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 17 | Authorize Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 18 | Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights | Mgmt | For | For | For |
| 19 | Close Meeting | Mgmt | | | |

## Schindler Holding AG

**Meeting Date:** 03/24/2026 **Country:** Switzerland **Ticker:** SCHP

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H7258G209

**Shares Voted:** 547

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Ordinary Dividends of CHF 6.00 per Share and Extraordinary Dividends of CHF 0.80 per Share | Mgmt | For | For | For |
| 3 | Approve Non-Financial Report | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |

# Schindler Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.1 | Approve Variable Remuneration of Directors in the Amount of CHF 5.5 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: There are insufficient ex-post disclosures to explain the variable payments to be approved; The company does not address low support among free float shareholders on the prior vote; and The company has not provided shareholders with a separate non-binding vote on the remuneration report. Therefore, these items are the most appropriate forum for expressing a view on the company's remuneration practices.* | | | | |
| 5.2 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 12.8 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: There are insufficient disclosures to explain the variable payments to be approved; Variable awards granted to new and former executives are not clearly explained; The company does not address low support among free float shareholders on the prior vote; and The company has not provided shareholders with a separate non-binding vote on the remuneration report. Therefore, these items are the most appropriate forum for expressing a view on the company's remuneration practices.* | | | | |
| 5.3 | Approve Fixed Remuneration of Directors in the Amount of CHF 8.3 Million | Mgmt | For | For | For |
| 5.4 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.2 Million | Mgmt | For | For | For |
| 6.1 | Reelect Josef Ming as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Josef Ming, Alfred Schindler, Tobias Staehelin, and Carole Vischer is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Josef Ming, Marion Bonnard, Cyrill Bucher, Monika Buetler, Guenter Schaeuble, Alfred Schindler, Tobias Staehelin, Carole Vischer, and Petra Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Guenter Schaeuble, Monika Buetler, and Carole Vischer are further warranted due to the failure to establish a majority-independent committee and because Schaeuble is an executive member and serves as committee chair. Votes AGAINST: Alfred Schindler, Guenter Schaeuble, Tobias Staehelin, Carole Vischer, Petra Winkler, and Marion Bonnard are further warranted because they are beneficiaries of the company's unequal voting structure.* | | | | |
| 6.2.a | Reelect Alfred Schindler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Josef Ming, Alfred Schindler, Tobias Staehelin, and Carole Vischer is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Josef Ming, Marion Bonnard, Cyrill Bucher, Monika Buetler, Guenter Schaeuble, Alfred Schindler, Tobias Staehelin, Carole Vischer, and Petra Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Guenter Schaeuble, Monika Buetler, and Carole Vischer are further warranted due to the failure to establish a majority-independent committee and because Schaeuble is an executive member and serves as committee chair. Votes AGAINST: Alfred Schindler, Guenter Schaeuble, Tobias Staehelin, Carole Vischer, Petra Winkler, and Marion Bonnard are further warranted because they are beneficiaries of the company's unequal voting structure.* | | | | |
| 6.2.b | Reelect Patrice Bula as Director | Mgmt | For | For | For |
| 6.2.c | Reelect Marion Bonnard as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Josef Ming, Alfred Schindler, Tobias Staehelin, and Carole Vischer is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Josef Ming, Marion Bonnard, Cyrill Bucher, Monika Buetler, Guenter Schaeuble, Alfred Schindler, Tobias Staehelin, Carole Vischer, and Petra Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Guenter Schaeuble, Monika Buetler, and Carole Vischer are further warranted due to the failure to establish a majority-independent committee and because Schaeuble is an executive member and serves as committee chair. Votes AGAINST: Alfred Schindler, Guenter Schaeuble, Tobias Staehelin, Carole Vischer, Petra Winkler, and Marion Bonnard are further warranted because they are beneficiaries of the company's unequal voting structure.* | | | | |

# Schindler Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.2.d | Reelect Cyrill Bucher as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the non-independent nominees: Josef Ming, Marion Bonnard, Cyrill Bucher, Monika Buetler, Guenter Schaeuble, Alfred Schindler, Tobias Staehelin, Carole Vischer, and Petra Winkler are warranted because of the failure to establish a sufficiently independent board.* | | | | |
| 6.2.e | Reelect Monika Buetler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Josef Ming, Alfred Schindler, Tobias Staehelin, and Carole Vischer is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Josef Ming, Marion Bonnard, Cyrill Bucher, Monika Buetler, Guenter Schaeuble, Alfred Schindler, Tobias Staehelin, Carole Vischer, and Petra Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Guenter Schaeuble, Monika Buetler, and Carole Vischer are further warranted due to the failure to establish a majority-independent committee and because Schaeuble is an executive member and serves as committee chair. Votes AGAINST: Alfred Schindler, Guenter Schaeuble, Tobias Staehelin, Carole Vischer, Petra Winkler, and Marion Bonnard are further warranted because they are beneficiaries of the company's unequal voting structure.* | | | | |
| 6.2.f | Reelect Christoph Maeder as Director | Mgmt | For | For | For |
| 6.2.g | Reelect Guenter Schaeuble as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Josef Ming, Alfred Schindler, Tobias Staehelin, and Carole Vischer is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Josef Ming, Marion Bonnard, Cyrill Bucher, Monika Buetler, Guenter Schaeuble, Alfred Schindler, Tobias Staehelin, Carole Vischer, and Petra Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Guenter Schaeuble, Monika Buetler, and Carole Vischer are further warranted due to the failure to establish a majority-independent committee and because Schaeuble is an executive member and serves as committee chair. Votes AGAINST: Alfred Schindler, Guenter Schaeuble, Tobias Staehelin, Carole Vischer, Petra Winkler, and Marion Bonnard are further warranted because they are beneficiaries of the company's unequal voting structure.* | | | | |
| 6.2.h | Reelect Tobias Staehelin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Josef Ming, Alfred Schindler, Tobias Staehelin, and Carole Vischer is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Josef Ming, Marion Bonnard, Cyrill Bucher, Monika Buetler, Guenter Schaeuble, Alfred Schindler, Tobias Staehelin, Carole Vischer, and Petra Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Guenter Schaeuble, Monika Buetler, and Carole Vischer are further warranted due to the failure to establish a majority-independent committee and because Schaeuble is an executive member and serves as committee chair. Votes AGAINST: Alfred Schindler, Guenter Schaeuble, Tobias Staehelin, Carole Vischer, Petra Winkler, and Marion Bonnard are further warranted because they are beneficiaries of the company's unequal voting structure.* | | | | |
| 6.2.i | Reelect Carole Vischer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Josef Ming, Alfred Schindler, Tobias Staehelin, and Carole Vischer is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Josef Ming, Marion Bonnard, Cyrill Bucher, Monika Buetler, Guenter Schaeuble, Alfred Schindler, Tobias Staehelin, Carole Vischer, and Petra Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Guenter Schaeuble, Monika Buetler, and Carole Vischer are further warranted due to the failure to establish a majority-independent committee and because Schaeuble is an executive member and serves as committee chair. Votes AGAINST: Alfred Schindler, Guenter Schaeuble, Tobias Staehelin, Carole Vischer, Petra Winkler, and Marion Bonnard are further warranted because they are beneficiaries of the company's unequal voting structure.* | | | | |
| 6.2.j | Reelect Petra Winkler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Josef Ming, Alfred Schindler, Tobias Staehelin, and Carole Vischer is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Josef Ming, Marion Bonnard, Cyrill Bucher, Monika Buetler, Guenter Schaeuble, Alfred Schindler, Tobias Staehelin, Carole Vischer, and Petra Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Guenter Schaeuble, Monika Buetler, and Carole Vischer are further warranted due to the failure to establish a majority-independent committee and because Schaeuble is an executive member and serves as committee chair. Votes AGAINST: Alfred Schindler, Guenter Schaeuble, Tobias Staehelin, Carole Vischer, Petra Winkler, and Marion Bonnard are further warranted because they are beneficiaries of the company's unequal voting structure.* | | | | |

## Schindler Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.2.k | Reelect Thomas Zurbuchen as Director | Mgmt | For | For | For |
| 6.3.1 | Reappoint Patrice Bula as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.3.2 | Reappoint Monika Buetler as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the committee chair, Monika Buetler, is warranted due to a continued lack of responsiveness to low free float support on previous remuneration votes. A vote AGAINST Monika Buetler is further warranted because her election to the board does not warrant support.* | | | | |
| 6.3.3 | Reappoint Christoph Maeder as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.4 | Designate Adrian von Segesser as Independent Proxy | Mgmt | For | For | For |
| 6.5 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |
| 7.1 | Approve CHF 21,048.70 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 7.2 | Approve CHF 69,982.70 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Certificates | Mgmt | For | For | For |
| 8 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Shimano, Inc.

**Meeting Date:** 03/24/2026 **Country:** Japan **Ticker:** 7309
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J72262108

**Shares Voted:** 600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 169.5 | Mgmt | For | For | For |
| 2.1 | Elect Director Shimano, Yozo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## Shimano, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.2 | Elect Director Shimano, Taizo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Toyoshima, Takashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Tsuzaki, Masahiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.1 | Appoint Statutory Auditor Otake, Masahiro | Mgmt | For | For | For |
| 3.2 | Appoint Statutory Auditor Nozue, Kanako | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.* | | | | |
| 3.3 | Appoint Statutory Auditor Mitera, Fuminori | Mgmt | For | For | For |
| 4 | Appoint Alternate Statutory Auditor Hashimoto, Toshihiko | Mgmt | For | For | For |
| 5 | Initiate Share Repurchase Program | SH | Against | Against | Against |

## Sika AG

**Meeting Date:** 03/24/2026 **Country:** Switzerland **Ticker:** SIKA

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H7631K273

**Shares Voted:** 524

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2.1 | Approve Allocation of Income and Dividends of CHF 1.85 per Share | Mgmt | For | For | For |
| 2.2 | Approve Dividends of CHF 1.85 per Share from Capital Contribution Reserves | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1.1 | Reelect Thierry Vanlancker as Director | Mgmt | For | For | For |
| 4.1.2 | Reelect Viktor Balli as Director | Mgmt | For | For | For |

# Sika AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.1.3 | Reelect Lucrece Foufopoulos-De Ridder as Director | Mgmt | For | For | For |
| 4.1.4 | Reelect Justin Howell as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Justin Howell (items 4.1.4 and 4.4.1) and Gordana Landen (items 4.1.5 and 4.4.2) is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4.1.5 | Reelect Gordana Landen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Justin Howell (items 4.1.4 and 4.4.1) and Gordana Landen (items 4.1.5 and 4.4.2) is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4.1.6 | Reelect Thomas Aebischer as Director | Mgmt | For | For | For |
| 4.1.7 | Reelect Kwok Wang Ng as Director | Mgmt | For | For | For |
| 4.2.1 | Elect Barbara Frei as Director | Mgmt | For | For | For |
| 4.2.2 | Elect Lukas Gaehwiler as Director | Mgmt | For | For | For |
| 4.3 | Reelect Thierry Vanlancker as Board Chair | Mgmt | For | For | For |
| 4.4.1 | Reappoint Justin Howell as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Justin Howell (items 4.1.4 and 4.4.1) and Gordana Landen (items 4.1.5 and 4.4.2) is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4.4.2 | Reappoint Gordana Landen as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Justin Howell (items 4.1.4 and 4.4.1) and Gordana Landen (items 4.1.5 and 4.4.2) is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4.4.3 | Appoint Lukas Gaehwiler as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 4.5 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |
| 4.6 | Designate Jost Windlin as Independent Proxy | Mgmt | For | For | For |
| 5 | Approve Sustainability Report | Mgmt | For | For | For |
| 6.1 | Approve Remuneration Report | Mgmt | For | For | For |
| 6.2 | Approve Remuneration of Directors in the Amount of CHF 3.7 Million | Mgmt | For | For | For |
| 6.3 | Approve Remuneration of Executive Committee in the Amount of CHF 26 Million | Mgmt | For | For | For |

## Sika AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## Skandinaviska Enskilda Banken AB

**Meeting Date:** 03/24/2026 **Country:** Sweden **Ticker:** SEB.A

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** W25381141

**Shares Voted:** 15,190

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5.1 | Designate Alexandra Bartholdsson Frenander as Inspector of Minutes of Meeting | Mgmt | For | For | For |
| 5.2 | Designate Carina Sverin as Inspector of Minutes of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8 | Receive President's Report | Mgmt | | | |
| 9 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 10.1 | Approve Allocation of Income and Dividends of SEK 8.50 Per A-share and C-share; Approve Special Dividend of SEK 2.50 Per A-share and C-share | Mgmt | For | For | For |
| 10.2 | Approve Record Date for Dividend Payment | Mgmt | For | For | For |
| 11.1 | Approve Discharge of Jacob Aarup-Andersen | Mgmt | For | For | For |
| 11.2 | Approve Discharge of Signhild Arnegard Hansen | Mgmt | For | For | For |
| 11.3 | Approve Discharge of Jan Erik Back | Mgmt | For | For | For |

# Skandinaviska Enskilda Banken AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11.4 | Approve Discharge of Paula Berg | Mgmt | For | For | For |
| 11.5 | Approve Discharge of Anne-Catherine Berner | Mgmt | For | For | For |
| 11.6 | Approve Discharge of John Flint | Mgmt | For | For | For |
| 11.7 | Approve Discharge of Winnie Fok | Mgmt | For | For | For |
| 11.8 | Approve Discharge of Anna-Karin Glimstrom | Mgmt | For | For | For |
| 11.9 | Approve Discharge of Svein Tore Holsether | Mgmt | For | For | For |
| 11.10 | Approve Discharge of Sonja Landin | Mgmt | For | For | For |
| 11.11 | Approve Discharge of Eva Lindholm | Mgmt | For | For | For |
| 11.12 | Approve Discharge of Goran Nettelbladt | Mgmt | For | For | For |
| 11.13 | Approve Discharge of Sven Nyman | Mgmt | For | For | For |
| 11.14 | Approve Discharge of Marika Ottander | Mgmt | For | For | For |
| 11.15 | Approve Discharge of Lars Ottersgard | Mgmt | For | For | For |
| 11.16 | Approve Discharge of Helena Saxon | Mgmt | For | For | For |
| 11.17 | Approve Discharge of Lena Skullman | Mgmt | For | For | For |
| 11.18 | Approve Discharge of Johan Torgeby (as Board Member) | Mgmt | For | For | For |
| 11.19 | Approve Discharge of Marcus Wallenberg | Mgmt | For | For | For |
| 11.20 | Approve Discharge of Johan Torgeby (as President) | Mgmt | For | For | For |
| 12.1 | Determine Number of Directors (11) and Deputy Directors (0) of Board | Mgmt | For | For | For |
| 12.2 | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 13.1 | Approve Remuneration of Directors in the Amount of SEK 4.3 Million for Chair, SEK 1.42 Million for Vice Chair and SEK 1.1 Million for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 13.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |

# Skandinaviska Enskilda Banken AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14a1 | Reelect Jacob Aarup-Andersen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Marcus Wallenberg and Jacob Aarup-Andersen is warranted for lack of diversity on the board. A vote AGAINST Signhild Arnegard Hansen and Marcus Wallenberg is also warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote FOR the remaining director nominees is warranted.* | | | | |
| 14a2 | Reelect Signhild Arnegard Hansen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Marcus Wallenberg and Jacob Aarup-Andersen is warranted for lack of diversity on the board. A vote AGAINST Signhild Arnegard Hansen and Marcus Wallenberg is also warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote FOR the remaining director nominees is warranted.* | | | | |
| 14a3 | Reelect Jan Erik Back as Director | Mgmt | For | For | For |
| 14a4 | Reelect Anne-Catherine Berner as Director | Mgmt | For | For | For |
| 14a5 | Reelect John Flint as Director | Mgmt | For | For | For |
| 14a6 | Reelect Svein Tore Holsether as Director | Mgmt | For | For | For |
| 14a7 | Reelect Eva Lindholm as Director | Mgmt | For | For | For |
| 14a8 | Reelect Lars Ottersgard as Director | Mgmt | For | For | For |
| 14a9 | Reelect Johan Torgeby as Director | Mgmt | For | For | For |
| 14a10 | Reelect Marcus Wallenberg as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Marcus Wallenberg and Jacob Aarup-Andersen is warranted for lack of diversity on the board. A vote AGAINST Signhild Arnegard Hansen and Marcus Wallenberg is also warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote FOR the remaining director nominees is warranted.* | | | | |
| 14a11 | Elect Martina Wallenberg as New Director | Mgmt | For | For | For |
| 14.b | Reelect Marcus Wallenberg as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because support for this individual to the board of directors is not supported. A vote AGAINST this item is also warranted because the election of this individual to the board of directors is not supported because of his status as a non-independent member of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 15 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 16 | Approve Remuneration Report | Mgmt | For | For | For |
| 17.a) | Approve SEB All Employee Program 2026 for All Employees in Most of the Countries where SEB Operates | Mgmt | For | For | For |
| 17.b) | Approve SEB Share Deferral Program 2026 for Group Executive Committee, Senior Managers and Key Employees | Mgmt | For | For | For |

## Skandinaviska Enskilda Banken AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17.c) | Approve SEB Restricted Share Program 2026 for Other than Senior Managers in Certain Business Units | Mgmt | For | For | For |
| 18.a) | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 18.b) | Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares for Capital Purposes and Long-Term Incentive Plans | Mgmt | For | For | For |
| 18.c) | Approve Transfer of Class A Shares to Participants in 2026 Long-Term Equity Programmes | Mgmt | For | For | For |
| 19 | Approve Issuance of Convertibles without Preemptive Rights | Mgmt | For | For | For |
| 20.a) | Approve SEK 614.8 Million Reduction in Share Capital for Transfer to Unrestricted Equity | Mgmt | For | For | For |
| 20.b) | Approve Capitalization of Reserves of SEK 614.8 Million for a Bonus Issue | Mgmt | For | For | For |
| 21 | Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by the Swedish Society for Nature Conservation | Mgmt | | | |
| 22 | Approve Revision of Company's Strategy to Reduce Environmental, Climate-Related and Financial Risks | SH | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted, as the bank's financing restrictions on oil and gas activities in the Arctic region are broadly in line with the Nordic peers with regard to new business relationships. However, while the bank has set revenue-thresholds limiting its business relationships, the bank's policy does not rule out the financing of oil and gas companies operating in the Arctic area, which exposes the bank to financial, legal, and reputational risks. However, considering the bank's current exposure to oil and gas is not significant vs its total lending, these risks are minimal.* | | | | |
| 23 | Close Meeting | Mgmt | | | |

## Soulbrain Co., Ltd.

**Meeting Date:** 03/24/2026 **Country:** South Korea **Ticker:** 357780

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** Y8076W120

## Soulbrain Co., Ltd.

**Shares Voted:** 415

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Commercial Act) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Miscellaneous) | Mgmt | For | For | For |
| 3 | Elect Yang Gil-ho as Outside Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Gil-ho Yang is warranted for lack of diversity on the board.* | | | | |
| 4 | Appoint Park Deok-hyeon as Internal Auditor | Mgmt | For | For | For |
| 5 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.* | | | | |
| 6 | Authorize Board to Fix Remuneration of Internal Auditor(s) | Mgmt | For | For | For |
| 7 | Approval of the Plan for Holding and Disposition of Treasury Shares | Mgmt | For | For | For |

## Swedbank AB

**Meeting Date:** 03/24/2026 **Country:** Sweden **Ticker:** SWED.A

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** W94232100

**Shares Voted:** 8,850

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |

# Swedbank AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.a | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7.b | Receive Auditor's Reports | Mgmt | | | |
| 8 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9 | Approve Allocation of Income and Dividends of SEK 29.80 Per Share | Mgmt | For | For | For |
| 10a | Approve Discharge of Goran Bengtsson | Mgmt | For | For | For |
| 10b | Approve Discharge of Annika Creutzer | Mgmt | For | For | For |
| 10c | Approve Discharge of Kerstin Hermansson | Mgmt | For | For | For |
| 10d | Approve Discharge of Helena Liljedahl | Mgmt | For | For | For |
| 10e | Approve Discharge of Anna Mossberg | Mgmt | For | For | For |
| 10f | Approve Discharge of Per Olof Nyman | Mgmt | For | For | For |
| 10g | Approve Discharge of Biljana Pehrsson | Mgmt | For | For | For |
| 10h | Approve Discharge of Goran Persson | Mgmt | For | For | For |
| 10i | Approve Discharge of Biorn Riese | Mgmt | For | For | For |
| 10j | Approve Discharge of Hans Eckerstrom | Mgmt | For | For | For |
| 10k | Approve Discharge of Rasmus Roos | Mgmt | For | For | For |
| 10l | Approve Discharge of Jens Henriksson | Mgmt | For | For | For |
| 10m | Approve Discharge of Roger Ljung | Mgmt | For | For | For |
| 10n | Approve Discharge of Ake Skoglund | Mgmt | For | For | For |
| 10o | Approve Discharge of Henrik Joelsson | Mgmt | For | For | For |
| 10p | Approve Discharge of Camilla Linder | Mgmt | For | For | For |
| 11 | Determine Number of Members (11) and Deputy Members of Board (0) | Mgmt | For | For | For |
| 12 | Approve Remuneration of Directors in the Amount of SEK 3.6 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 860,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors | Mgmt | For | For | For |

# Swedbank AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13a | Reelect Goran Bengtsson as Director | Mgmt | For | For | For |
| 13b | Reelect Annika Creutzer as Director | Mgmt | For | For | For |
| 13c | Reelect Kerstin Hermansson as Director | Mgmt | For | For | For |
| 13d | Reelect Helena Liljedahl as Director | Mgmt | For | For | For |
| 13e | Reelect Anna Mossberg as Director | Mgmt | For | For | For |
| 13f | Reelect Per Olof Nyman as Director | Mgmt | For | For | For |
| 13g | Reelect Biljana Pehrsson as Director | Mgmt | For | For | For |
| 13h | Reelect Goran Persson as Director | Mgmt | For | For | For |
| 13i | Reelect Biorn Riese as Director | Mgmt | For | For | For |
| 13j | Reelect Rasmus Roos as Director | Mgmt | For | For | For |
| 13k | Elect Rikard Josefson as New Director | Mgmt | For | For | For |
| 14 | Elect Goran Persson as Board Chair | Mgmt | For | For | For |
| 15 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 16 | Approve Nomination Committee Procedures | Mgmt | For | For | For |
| 17 | Authorize Repurchase Authorization for Trading in Own Shares | Mgmt | For | For | For |
| 18 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 19 | Approve Issuance of Convertible Bonds without Preemptive Rights | Mgmt | For | For | For |
| 20a | Approve Common Deferred Share Bonus Plan (Eken 2026) | Mgmt | For | For | For |
| 20b | Approve Deferred Share Bonus Plan for Key Employees (IP 2026) | Mgmt | For | For | For |
| 20c | Approve Equity Plan Financing | Mgmt | For | For | For |
| 21 | Approve Remuneration Report | Mgmt | For | For | For |
| 22 | Close Meeting | Mgmt | | | |

# TietoEVRY Oyj

**Meeting Date:** 03/24/2026 **Country:** Finland **Ticker:** TIETO
**Record Date:** 03/12/2026 **Meeting Type:** Annual
**Primary Security ID:** Y8T39G104

**Shares Voted:** 587

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 0.88 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of EUR 140,200 for Chair, EUR 75,000 for Vice Chair, and EUR 56,700 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 12 | Amend Articles Re: Change Company Name; Board of Directors; Annual General Meeting | Mgmt | For | For | For |
| 13 | Amend Charter for the Shareholders Nomination Board | Mgmt | For | For | For |
| 14 | Fix Number of Directors at Eight | Mgmt | For | For | For |
| 15 | Reelect Nina Bjornstad, Elisabetta Castiglioni, Marianne Dahl (Vice Chair), Tomas Franzen (Chair), Harri-Pekka Kaukonen, Gustav Moss and Petter Soderstrom as Directors; Elect Mikko Kettunen as New Director | Mgmt | For | Abstain | Abstain |

*Voting Policy Rationale: An ABSTENTION with respect to this proposal is warranted because incumbent nominating committee member Tomas Franzen is in the nominee slate and there is lack of diversity on the board.*

## TietoEVRY Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 16 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 18 | Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 19 | Appoint Deloitte as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 20 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 21 | Approve Issuance of up to 11.8 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| 22 | Approve Delisting of Shares from Stock Exchange | Mgmt | For | For | For |
| 23 | Close Meeting | Mgmt | | | |

## ASICS Corp.

**Meeting Date:** 03/25/2026 **Country:** Japan **Ticker:** 7936

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J03234150

**Shares Voted:** 2,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 16 | Mgmt | For | For | For |
| 2.1 | Elect Director Hirota, Yasuhito | Mgmt | For | For | For |
| 2.2 | Elect Director Tominaga, Mitsuyuki | Mgmt | For | For | For |
| 2.3 | Elect Director Murai, Mitsuru | Mgmt | For | For | For |
| 2.4 | Elect Director Suto, Miwa | Mgmt | For | For | For |
| 2.5 | Elect Director Kumanomido, Tomoko | Mgmt | For | For | For |
| 2.6 | Elect Director Jenifer Rogers | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Kuramoto, Manabu | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Yokoi, Yasushi | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Eto, Mariko | Mgmt | For | For | For |

## ASICS Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Elect Alternate Director and Audit Committee Member Mihara, Hideaki | Mgmt | For | For | For |

## Hulic Co., Ltd.

**Meeting Date:** 03/25/2026 **Country:** Japan **Ticker:** 3003

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J23594112

**Shares Voted:** 1,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 33.5 | Mgmt | For | For | For |
| 2.1 | Elect Director Nishiura, Saburo | Mgmt | For | For | For |
| 2.2 | Elect Director Maeda, Takaya | Mgmt | For | For | For |
| 2.3 | Elect Director Hara, Hiroshi | Mgmt | For | For | For |
| 2.4 | Elect Director Morikawa, Mikio | Mgmt | For | For | For |
| 2.5 | Elect Director Yamada, Hideo | Mgmt | For | For | For |
| 2.6 | Elect Director Fukushima, Atsuko | Mgmt | For | For | For |
| 2.7 | Elect Director Akita, Kiyomi | Mgmt | For | For | For |
| 2.8 | Elect Director Takahashi, Yuko | Mgmt | For | For | For |
| 2.9 | Elect Director Miyazono, Masataka | Mgmt | For | For | For |
| 3 | Approve Compensation Ceiling for Directors | Mgmt | For | For | For |
| 4 | Approve Compensation Ceiling for Statutory Auditors | Mgmt | For | For | For |
| 5 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## Iveco Group NV

**Meeting Date:** 03/25/2026 **Country:** Netherlands **Ticker:** IVG

**Record Date:** 02/25/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** N47017103

## Iveco Group NV

**Shares Voted:** 808

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Shareholders Meeting | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2. | Approve Interim Dividend | Mgmt | For | For | For |
| 3. | Approve Instrument to Hive off the Defence Business upon the Demerger | Mgmt | For | For | For |
| 4. | Close Meeting | Mgmt | | | |

## NEXON Co., Ltd.

**Meeting Date:** 03/25/2026 **Country:** Japan **Ticker:** 3659
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J4914X104

**Shares Voted:** 1,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Junghun Lee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Uemura, Shiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Patrick Soderlund | Mgmt | For | For | For |
| 1.4 | Elect Director Daehyun Kang | Mgmt | For | For | For |
| 1.5 | Elect Director Alexander Iosilevich | Mgmt | For | For | For |
| 1.6 | Elect Director Hattori, Kaoru | Mgmt | For | For | For |
| 2.1 | Elect Director and Audit Committee Member Kuniya, Shiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.* | | | | |
| 2.2 | Elect Director and Audit Committee Member Tsurumi, Naoya | Mgmt | For | For | For |
| 2.3 | Elect Director and Audit Committee Member Hanmin Cho | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.* | | | | |

## NEXON Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Deep Discount Stock Option Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * No specific performance hurdles are specified, and the stock options could become exercisable in less than three years after this shareholder meeting by non-retiring recipients.* | | | | |

## NKT A/S

**Meeting Date:** 03/25/2026 **Country:** Denmark **Ticker:** NKT

**Record Date:** 03/18/2026 **Meeting Type:** Annual

**Primary Security ID:** K7037A107

**Shares Voted:** 248

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Receive Annual Report | Mgmt | | | |
| 3 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 5 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted, despite the disclosure improvements, because the company provides insufficient level of ex-post disclosure in relation to the LTI plans considering the size of the company and the market practice of relevant peers.* | | | | |
| 6 | Approve Discharge of Management and Board | Mgmt | For | For | For |
| 7 | Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chair, DKK 900,000 for Deputy Chair and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 8a) | Reelect Jens Due Olsen as Director | Mgmt | For | For | For |
| 8b) | Reelect Rene Svendsen-Tune as Director | Mgmt | For | For | For |
| 8c) | Reelect Nebahat Albayrak as Director | Mgmt | For | For | For |
| 8d) | Reelect Karla Marianne Lindahl as Director | Mgmt | For | For | For |
| 8e) | Reelect Andreas Nauen as Director | Mgmt | For | For | For |
| 8f) | Reelect Anne Vedel as Director | Mgmt | For | For | For |

## NKT A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9.1 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 9.2 | Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 10.1 | Approve Creation of DKK 214.9 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 107.4 Million Pool of Capital without Preemptive Rights; Approve Issuance of Convertible Loans without Preemptive Rights | Mgmt | For | For | For |
| 10.2 | Change Location of General Meeting to Greater Copenhagen | Mgmt | For | For | For |
| 10.3 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 11 | Other Business | Mgmt | | | |

## Renesas Electronics Corp.

**Meeting Date:** 03/25/2026 **Country:** Japan **Ticker:** 6723

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J4881V107

**Shares Voted:** 13,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 28 | Mgmt | For | For | For |
| 2.1 | Elect Director Shibata, Hidetoshi | Mgmt | For | For | For |
| 2.2 | Elect Director Iwasaki, Jiro | Mgmt | For | For | For |
| 2.3 | Elect Director Selena Loh Lacroix | Mgmt | For | For | For |
| 2.4 | Elect Director Yamamoto, Noboru | Mgmt | For | For | For |
| 2.5 | Elect Director Hirano, Takuya | Mgmt | For | For | For |
| 2.6 | Elect Director Mizuno, Tomoko | Mgmt | For | For | For |
| 2.7 | Elect Director Kimberly Mathisen | Mgmt | For | For | For |

## Shiseido Co., Ltd.

**Meeting Date:** 03/25/2026 **Country:** Japan **Ticker:** 4911
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J74358144

**Shares Voted:** 1,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 20 | Mgmt | For | For | For |
| 2.1 | Elect Director Fujiwara, Kentaro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.* | | | | |
| 2.2 | Elect Director Hirofuji, Ayako | Mgmt | For | For | For |
| 2.3 | Elect Director Anno, Hiromi | Mgmt | For | For | For |
| 2.4 | Elect Director Okamoto, Hitoshi | Mgmt | For | For | For |
| 2.5 | Elect Director Tokuno, Mariko | Mgmt | For | For | For |
| 2.6 | Elect Director Hatanaka, Yoshihiko | Mgmt | For | For | For |
| 2.7 | Elect Director Goto, Yasuko | Mgmt | For | For | For |
| 2.8 | Elect Director Nonomiya, Ritsuko | Mgmt | For | For | For |
| 2.9 | Elect Director Nakajima, Yasuhiro | Mgmt | For | For | For |
| 2.10 | Elect Director Andrew House | Mgmt | For | For | For |
| 2.11 | Elect Director Kaneko, Keiko | Mgmt | For | For | For |
| 2.12 | Elect Director Nakata, Takuya | Mgmt | For | For | For |

## SK hynix, Inc.

**Meeting Date:** 03/25/2026 **Country:** South Korea **Ticker:** 000660
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y8085F100

**Shares Voted:** 7,653

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Commercial Act) | Mgmt | For | For | For |

## SK hynix, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Elect Cha Seon-yong as Inside Director | Mgmt | For | For | For |
| 4.1 | Elect Jeong Deok-gyun as Outside Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Deok-gyun Jeong (Deog-kyoon Jeong) is warranted for lack of diversity on the board.* | | | | |
| 4.2 | Elect Kim Jeong-won as Outside Director | Mgmt | For | For | For |
| 4.3 | Elect Choi Gang-guk as Outside Director | Mgmt | For | For | For |
| 5 | Elect Kim Jeong-gyu as Non-Independent Non-Executive Director | Mgmt | For | For | For |
| 6 | Elect Ko Seung-beom as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 7.1 | Elect Kim Jeong-won as a Member of Audit Committee | Mgmt | For | For | For |
| 7.2 | Elect Choi Gang-guk as a Member of Audit Committee | Mgmt | For | For | For |
| 8 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |
| 9 | Approval of Reduction of Capital Reserve | Mgmt | For | For | For |
| 10 | Approve Terms of Retirement Pay | Mgmt | For | For | For |
| 11 | Approval of the Plan for Holding and Disposition of Treasury Shares | Mgmt | For | For | For |

## SK Square Co. Ltd.

**Meeting Date:** 03/25/2026 **Country:** South Korea **Ticker:** 402340
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y8T6X4107

**Shares Voted:** 1,030

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2 | Amend Articles of Incorporation | Mgmt | For | For | For |
| 3.1 | Elect Kim Jeong-gyu as Inside Director | Mgmt | For | For | For |
| 3.2 | Elect Yoo Young-sang as Non-Independent Non-Executive Director | Mgmt | For | For | For |

## SK Square Co. Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Elect Seo Young-ho as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 5 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |
| 6 | Approval of Reduction of Capital Reserve | Mgmt | For | For | For |
| 7 | Approval of the Plan for Holding and Disposition of Treasury Shares | Mgmt | For | For | For |

## Starbucks Corporation

**Meeting Date:** 03/25/2026 **Country:** USA **Ticker:** SBUX

**Record Date:** 01/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 855244109

**Shares Voted:** 8,120

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Richard E. Allison, Jr. | Mgmt | For | For | For |
| 1b | Elect Director Andrew Campion | Mgmt | For | For | For |
| 1c | Elect Director Beth Ford | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST lead independent director and former chair of the Nominating & Corporate Governance Committee J rgen Vig Knudstorp, as well as the current chair of the Nominating & Corporate Governance Committee Beth Ford, is warranted due to the ongoing controversies related to labor disputes and lack of sufficient board oversight of the company s management of labor relations. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Jorgen Vig Knudstorp | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST lead independent director and former chair of the Nominating & Corporate Governance Committee J rgen Vig Knudstorp, as well as the current chair of the Nominating & Corporate Governance Committee Beth Ford, is warranted due to the ongoing controversies related to labor disputes and lack of sufficient board oversight of the company s management of labor relations.* | | | | |
| 1e | Elect Director Marissa Mayer | Mgmt | For | For | For |
| 1f | Elect Director Neal Mohan | Mgmt | For | For | For |
| 1g | Elect Director Dambisa Moyo | Mgmt | For | For | For |
| 1h | Elect Director Brian Niccol | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. A vote AGAINST CEO/Chair Brian Niccol is warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.* | | | | |

## Starbucks Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1i | Elect Director Daniel Javier Servitje Montull | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Michael Sievert | Mgmt | For | For | For |
| 1k | Elect Director Wei Zhang | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Adopt Simple Majority Vote | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.* | | | | |
| 5 | Adopt Mandatory Policy Separating the Roles of CEO and Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 6 | Report on Risk Due to Apparent Exclusion of Detransitioning in Healthcare Coverage | SH | Against | Against | Against |
| 7 | Report on Gender-Based Compensation and Benefits Inequities | SH | Against | Against | Against |
| 8 | Report on Risks of Using Diagnostic Tools Created by Politicized Corporate Partners | SH | Against | Against | Against |
| 9 | Report on Risks of Excluding Religious Charities from Employee Gift Matching Program | SH | Against | Against | Against |

## Suntory Beverage & Food Ltd.

**Meeting Date:** 03/25/2026 **Country:** Japan **Ticker:** 2587

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J78186103

**Shares Voted:** 600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 60 | Mgmt | For | For | For |
| 2 | Amend Articles to Change Company Name | Mgmt | For | For | For |

## Suntory Beverage & Food Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.1 | Elect Director Kimura, Josuke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management should be held responsible for the board composition at the controlled company, which will not be majority independent.* | | | | |
| 3.2 | Elect Director Okinaka, Naoto | Mgmt | For | For | For |
| 3.3 | Elect Director Semba, Sho | Mgmt | For | For | For |
| 3.4 | Elect Director Nakamura, Maki | Mgmt | For | For | For |
| 4 | Elect Director and Audit Committee Member Kanda, Hideki | Mgmt | For | For | For |
| 5 | Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro | Mgmt | For | For | For |

## Svenska Handelsbanken AB

**Meeting Date:** 03/25/2026 **Country:** Sweden **Ticker:** SHB.A

**Record Date:** 03/17/2026 **Meeting Type:** Annual

**Primary Security ID:** W9112U104

**Shares Voted:** 14,833

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2.1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9 | Approve Allocation of Income and Dividends of SEK 17.50 Per Share | Mgmt | For | For | For |
| 10 | Approve Remuneration Report | Mgmt | For | For | For |
| 11.1 | Approve Discharge of Par Boman | Mgmt | For | For | For |
| 11.2 | Approve Discharge of Fredrik Lundberg | Mgmt | For | For | For |
| 11.3 | Approve Discharge of Mikael Almvret | Mgmt | For | For | For |

# Svenska Handelsbanken AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11.4 | Approve Discharge of Jon Fredrik Baksaas | Mgmt | For | For | For |
| 11.5 | Approve Discharge of Helene Barnekow | Mgmt | For | For | For |
| 11.6 | Approve Discharge of Stina Bergfors | Mgmt | For | For | For |
| 11.7 | Approve Discharge of Hans Biorck | Mgmt | For | For | For |
| 11.8 | Approve Discharge of Stefan Henricson | Mgmt | For | For | For |
| 11.9 | Approve Discharge of Kerstin Hessius | Mgmt | For | For | For |
| 11.10 | Approve Discharge of Anna Hjelmberg | Mgmt | For | For | For |
| 11.11 | Approve Discharge of Anders Jernhall | Mgmt | For | For | For |
| 11.12 | Approve Discharge of Louise Lindh | Mgmt | For | For | For |
| 11.13 | Approve Discharge of Lena Renstrom | Mgmt | For | For | For |
| 11.14 | Approve Discharge of Ulf Riese | Mgmt | For | For | For |
| 11.15 | Approve Discharge of CEO Michael Green | Mgmt | For | For | For |
| 12 | Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 13 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 14 | Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| 15 | Determine Number of Directors (8) | Mgmt | For | For | For |
| 16 | Determine Number of Auditors (2) | Mgmt | For | For | For |
| 17.1 | Approve Remuneration of Directors in the Amount of SEK 4.2 Million for Chair, SEK 1.19 Million for Vice Chair and SEK 855,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 17.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 18.A | Reelect Stina Bergfors as Director | Mgmt | For | For | For |
| 18.B | Reelect Hans Biorck as Director | Mgmt | For | For | For |

## Svenska Handelsbanken AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18.C | Reelect Par Boman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Par Boman (Item 18.C) is warranted for lack of diversity on the board.* | | | | |
| 18.D | Reelect Kerstin Hessius as Director | Mgmt | For | For | For |
| 18.E | Reelect Anders Jernhall as Director | Mgmt | For | For | For |
| 18.F | Reelect Louise Lindh as Director | Mgmt | For | For | For |
| 18.G | Reelect Fredrik Lundberg as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominee Fredrik Lundberg (Item 18.G) is warranted due to him being considered overboarded.* | | | | |
| 18.H | Reelect Ulf Riese as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominee Ulf Riese (Item 18.H) is warranted due to his position as a non-independent chair of the audit committee.* | | | | |
| 19.1 | Elect Par Borman as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted as Par Boman's election to the board is not supported due to the board's lack of gender diversity.* | | | | |
| 20.1 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 20.2 | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 21.1 | Ratify Azets Revision & Radgivning AB as Auditors in Foundations with Associated Management | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by Carl Axel Bruno | Mgmt | | | |
| 22 | Approve Proposal Regarding Development and Issuance of Personal Electronical IDs Consisting of QR Codes with Short Validity Periods | SH | Against | Against | Against |
| 23 | Close Meeting | Mgmt | | | |

## Swisscom AG

**Meeting Date:** 03/25/2026 **Country:** Switzerland **Ticker:** SCMN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H8398N104

**Shares Voted:** 700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Swisscom AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 1.3 | Approve Sustainability Report | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 26 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1 | Reelect Michael Rechsteiner as Director and Board Chair | Mgmt | For | For | For |
| 4.2 | Reelect Roland Abt as Director | Mgmt | For | For | For |
| 4.3 | Reelect Monique Bourquin as Director | Mgmt | For | For | For |
| 4.4 | Reelect Laura Cioli as Director | Mgmt | For | For | For |
| 4.5 | Elect Philippe Deecke as Director | Mgmt | For | For | For |
| 4.6 | Reelect Guus Dekkers as Director | Mgmt | For | For | For |
| 4.7 | Reelect Sandra Lathion-Zweifel as Director | Mgmt | For | For | For |
| 4.8 | Reelect Anna Mossberg as Director | Mgmt | For | For | For |
| 4.9 | Reelect Daniel Muenger as Director | Mgmt | For | For | For |
| 5.1 | Reappoint Roland Abt as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.2 | Reappoint Monique Bourquin as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.3 | Appoint Guus Dekkers as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.4 | Reappoint Michael Rechsteiner as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.5 | Reappoint Fritz Zurbueger as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.1 | Approve Remuneration of Directors in the Amount of CHF 2.6 Million | Mgmt | For | For | For |
| 6.2 | Approve Remuneration of Executive Committee in the Amount of CHF 5.9 Million | Mgmt | For | For | For |
| 7 | Reelect Reber Rechtsanwaelte as Independent Proxy | Mgmt | For | For | For |
| 8 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |

## Swisscom AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this item is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## TD SYNNEX Corporation

**Meeting Date:** 03/25/2026 **Country:** USA **Ticker:** SNX
**Record Date:** 01/30/2026 **Meeting Type:** Annual
**Primary Security ID:** 87162W100

**Shares Voted:** 349

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Ann Vezina | Mgmt | For | For | For |
| 1b | Elect Director Patrick Zammit | Mgmt | For | For | For |
| 1c | Elect Director Kathleen Crusco | Mgmt | For | For | For |
| 1d | Elect Director Ting Herh | Mgmt | For | For | For |
| 1e | Elect Director Richard Hume | Mgmt | For | For | For |
| 1f | Elect Director Kenneth Lamneck | Mgmt | For | For | For |
| 1g | Elect Director Nayaki Nayyar | Mgmt | For | For | For |
| 1h | Elect Director Dennis Polk | Mgmt | For | For | For |
| 1i | Elect Director Claude Pumilia | Mgmt | For | For | For |
| 1j | Elect Director Merline Saintil | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold | Mgmt | For | For | For |

## Valmet Corp.

**Meeting Date:** 03/25/2026 **Country:** Finland **Ticker:** VALMT
**Record Date:** 03/13/2026 **Meeting Type:** Annual
**Primary Security ID:** X96478114

# Valmet Corp.

**Shares Voted:** 675

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 1.35 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of EUR 163,000 for Chair, EUR 90,000 for Vice Chair and EUR 71,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Eight | Mgmt | For | For | For |
| 13 | Reelect Anu Hamalainen, Pekka Kemppainen, Annareetta Lumme-Timonen, Monika Maurer, Annika Paasikivi (Vice Chair), Pekka Varaumo (Chair), Bernd Eikens and Jonas Gustavsson as Directors | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 16 | Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 17 | Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting | Mgmt | For | For | For |

## Valmet Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 19 | Approve Issuance of up to 18.5 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| 20 | Amend Charter of the Shareholders Nomination Committee | Mgmt | For | For | For |
| 21 | Close Meeting | Mgmt | | | |

## Yamaha Motor Co., Ltd.

**Meeting Date:** 03/25/2026 **Country:** Japan **Ticker:** 7272

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J95776126

**Shares Voted:** 3,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 10 | Mgmt | For | For | For |
| 2.1 | Elect Director Watanabe, Katsuaki | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote is recommended for this nominee because: - This item was withdrawn.* | | | | |
| 2.2 | Elect Director Shitara, Motofumi | Mgmt | For | For | For |
| 2.3 | Elect Director Ibata, Toshiaki | Mgmt | For | For | For |
| 2.4 | Elect Director Kinoshita, Takuya | Mgmt | For | For | For |
| 2.5 | Elect Director Muraki, Kenichi | Mgmt | For | For | For |
| 2.6 | Elect Director Jin Song Montesano | Mgmt | For | For | For |
| 2.7 | Elect Director Masui, Keiji | Mgmt | For | For | For |
| 2.8 | Elect Director Sarah L. Casanova | Mgmt | For | For | For |
| 2.9 | Elect Director Ono, Naoki | Mgmt | For | For | For |
| 2.10 | Elect Director Sunaga, Junko | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Kobayashi, Etsuko | Mgmt | For | For | For |

## Andritz AG

**Meeting Date:** 03/26/2026 **Country:** Austria **Ticker:** ANDR
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** A11123105

**Shares Voted:** 312

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 2.70 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Approve Remuneration of Supervisory Board Members | Mgmt | For | For | For |
| 6.1 | Ratify Deloitte Audit as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 6.2 | Ratify Deloitte Audit as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 7.1 | Elect Wolfgang Leitner as Supervisory Board Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Wolfgang Leitner to the supervisory board is warranted because he is the former CEO of the company, and he would be reappointed as board chair if reelected to the supervisory board.* | | | | |
| 7.2 | Elect Juergen Fechter as Supervisory Board Member | Mgmt | For | For | For |
| 8 | Approve Remuneration Report | Mgmt | For | For | For |
| 9 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |

## Banco Santander SA

**Meeting Date:** 03/26/2026 **Country:** Spain **Ticker:** SAN
**Record Date:** 03/20/2026 **Meeting Type:** Annual
**Primary Security ID:** E19790109

**Shares Voted:** 200,322

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1A | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |

# Banco Santander SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1B | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 1C | Approve Discharge of Board | Mgmt | For | For | For |
| 2A | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 2B | Approve Reduction in Share Capital via Cancellation of Treasury Shares | Mgmt | For | For | For |
| 2C | Approve Reduction in Share Capital via Cancellation of Treasury Shares | Mgmt | For | For | For |
| 3A | Renew Appointment of PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |
| 3B | Appoint PricewaterhouseCoopers Auditores as Verifiers for Sustainability Reporting | Mgmt | For | For | For |
| 4A | Fix Number of Directors at 15 | Mgmt | For | For | For |
| 4B | Elect Deborah Vieitas as Director | Mgmt | For | For | For |
| 4C | Reelect Sol Daurella as Director | Mgmt | For | For | For |
| 4D | Reelect Gina Diez Barroso as Director | Mgmt | For | For | For |
| 4E | Reelect Carlos Barrabes as Director | Mgmt | For | For | For |
| 4F | Reelect Antonio Weiss as Director | Mgmt | For | For | For |
| 5A | Approve Remuneration Policy | Mgmt | For | For | For |
| 5B | Fix Maximum Variable Compensation Ratio | Mgmt | For | For | For |
| 5C | Approve Buy-out Policy | Mgmt | For | For | For |
| 5D | Advisory Vote on Remuneration Report | Mgmt | For | For | For |
| 6A | Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent | Mgmt | For | For | For |
| 6B | Authorize Issuance of Convertible Bonds up to EUR 10 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital | Mgmt | For | For | For |
| 6C | Approve Issuance of Shares in Connection with the Acquisition of Webster Financial Corporation | Mgmt | For | For | For |

## Banco Santander SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Bankinter SA

**Meeting Date:** 03/26/2026 **Country:** Spain **Ticker:** BKT

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** E2116H880

**Shares Voted:** 7,022

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 3 | Approve Discharge of Board | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 5 | Renew Appointment of PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |
| 6 | Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 7.1 | Reelect Alfonso Botin-Sanz de Sautuola y Naveda as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Alfonso Botin-Sanz de Sautuola y Naveda is warranted because the nominee is considered overboarded. A vote FOR the remaining director nominee is warranted.* | | | | |
| 7.2 | Reelect Teresa Martin-Retortillo Rubio as Director | Mgmt | For | For | For |
| 7.3 | Fix Number of Directors at 12 | Mgmt | For | For | For |
| 8 | Approve Restricted Capitalization Reserve | Mgmt | For | For | For |
| 9.1 | Approve Delivery of Shares under FY 2025 Variable Pay Scheme | Mgmt | For | For | For |
| 9.2 | Fix Maximum Variable Compensation Ratio | Mgmt | For | For | For |
| 10 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 11 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |

# CaixaBank SA

**Meeting Date:** 03/26/2026 **Country:** Spain **Ticker:** CABK
**Record Date:** 03/20/2026 **Meeting Type:** Annual
**Primary Security ID:** E2427M123

**Shares Voted:** 34,557

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 1.3 | Approve Discharge of Board | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 3 | Renew Appointment of PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |
| 4.1 | Reelect Tomas Muniesa Arantegui as Director | Mgmt | For | For | For |
| 4.2 | Reelect Eduardo Javier Sanchiz Irazu as Director | Mgmt | For | For | For |
| 4.3 | Elect Ana Maria Garcia Fau as Director | Mgmt | For | For | For |
| 4.4 | Ratify Appointment of and Elect Pablo Arturo Forero Calderon as Director | Mgmt | For | For | For |
| 5.1 | Approve Reduction in Share Capital via Cancellation of Treasury Shares | Mgmt | For | For | For |
| 5.2 | Authorize Board to Issue Contingent Convertible Securities for up to EUR 3.5 Billion | Mgmt | For | For | For |
| 6.1 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 6.2 | Approve Remuneration Policy | Mgmt | For | For | For |
| 6.3 | Approve 2026 Variable Remuneration Scheme | Mgmt | For | For | For |
| 6.4 | Fix Maximum Variable Compensation Ratio | Mgmt | For | For | For |
| 6.5 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |
| 7 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 8 | Receive Board of Directors Report | Mgmt | | | |

# Carl Zeiss Meditec AG

**Meeting Date:** 03/26/2026 **Country:** Germany **Ticker:** AFX
**Record Date:** 03/04/2026 **Meeting Type:** Annual
**Primary Security ID:** D14895102

**Shares Voted:** 231

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2024/25 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.55 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2024/25 | Mgmt | For | For | For |
| 5 | Ratify PricewaterhouseCoopers GmbH as Auditors and as Auditor for Sustainability Reporting for Fiscal Year 2025/26 | Mgmt | For | For | For |
| 6.1) | Elect Peter Kameritsch to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Peter Kameritsch and Torsten Reitze is warranted for lack of diversity on the board. Votes AGAINST all nominees are warranted because their proposed term of office exceeds four years. Votes AGAINST the non-independent nominees, Torsten Reitze and Werner Stahl, are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Torsten Reitze is further warranted because he is non-independent and is currently the chair of the audit committee.* | | | | |
| 6.2) | Elect Torsten Reitze to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Peter Kameritsch and Torsten Reitze is warranted for lack of diversity on the board. Votes AGAINST all nominees are warranted because their proposed term of office exceeds four years. Votes AGAINST the non-independent nominees, Torsten Reitze and Werner Stahl, are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Torsten Reitze is further warranted because he is non-independent and is currently the chair of the audit committee.* | | | | |
| 6.3) | Elect Werner Stahl to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Peter Kameritsch and Torsten Reitze is warranted for lack of diversity on the board. Votes AGAINST all nominees are warranted because their proposed term of office exceeds four years. Votes AGAINST the non-independent nominees, Torsten Reitze and Werner Stahl, are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Torsten Reitze is further warranted because he is non-independent and is currently the chair of the audit committee.* | | | | |
| 7 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Disclosure practices continue to deviate from common market practice and SRD II regarding the years assessed in the report (the company is reporting on FY 2023/24 performance instead of FY 2024/25 performance). * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * The report does not address significant shareholder dissent on prior compensation-related votes. * The pension contributions to the CEO can be considered high compared to broader European market practice.* | | | | |

## Carl Zeiss Meditec AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The disclosure provided in the proposed policy appears complex and makes it difficult from an outsider's perspective to fully gauge the appropriateness of the system. * The proposed policy lacks overall transparency regarding weights for performance metrics and specific performance targets, particularly with regard to the LTI. * The balance between variable pay components prioritizes short term over long term incentives, in deviation of market best practice and the German Corporate Governance Code. * The policy provides insufficient disclosure to understand the level of pension contributions to the CEO. * The derogation clause is broadly formulated and does not specify any limitations for deviations that may be applied.* | | | | |

## Chugai Pharmaceutical Co., Ltd.

**Meeting Date:** 03/26/2026 **Country:** Japan **Ticker:** 4519
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J06930101

**Shares Voted:** 8,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 147 | Mgmt | For | For | For |
| 2.1 | Elect Director Okuda, Osamu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management should be held responsible for the board composition at the controlled company, which will not be majority independent. * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Taniguchi, Iwaaki | Mgmt | For | For | For |
| 2.3 | Elect Director Iikura, Hitoshi | Mgmt | For | For | For |
| 2.4 | Elect Director Tateishi, Fumio | Mgmt | For | For | For |
| 2.5 | Elect Director Teramoto, Hideo | Mgmt | For | For | For |
| 2.6 | Elect Director Mitani, Kinuko | Mgmt | For | For | For |
| 2.7 | Elect Director Thomas Schinecker | Mgmt | For | For | For |
| 2.8 | Elect Director Teresa A. Graham | Mgmt | For | For | For |
| 2.9 | Elect Director Boris L. Zaitra | Mgmt | For | For | For |
| 3 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## Ciena Corporation

**Meeting Date:** 03/26/2026 **Country:** USA **Ticker:** CIEN
**Record Date:** 01/27/2026 **Meeting Type:** Annual
**Primary Security ID:** 171779309

## Ciena Corporation

**Shares Voted:** 716

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Joanne B. Olsen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Mary G. Puma | Mgmt | For | For | For |
| 1c | Elect Director Gary B. Smith | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Danske Bank A/S

**Meeting Date:** 03/26/2026 **Country:** Denmark **Ticker:** DANSKE

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** K22272114

**Shares Voted:** 6,290

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of DKK 16.94 Per Share; Approve Extraordinary Dividends of DKK 5.78 per Share | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 5 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted since the maximum cap for extraordinary remuneration is considered excessive.* | | | | |
| 6 | Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chair, DKK 1.3 for Vice Chair and DKK 790.000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 7 | Determine Number of Members and Deputy Members of Board | Mgmt | For | For | For |

# Danske Bank A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.a | Reelect Martin Blessing as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Martin Blessing, Martin Larsen, and Helle Valentin is warranted for lack of diversity on the board. A vote for the remaining nominees is warranted.* | | | | |
| 7.b | Reelect Martin Norkjaer Larsen as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Martin Blessing, Martin Larsen, and Helle Valentin is warranted for lack of diversity on the board. A vote for the remaining nominees is warranted.* | | | | |
| 7.c | Reelect Jacob Dahl as Director | Mgmt | For | For | For |
| 7.d | Reelect Lieve Mostrey as Director | Mgmt | For | For | For |
| 7.e | Reelect Allan Polack as Director | Mgmt | For | For | For |
| 7.f | Reelect Rafael Salinas as Director | Mgmt | For | For | For |
| 7.g | Reelect Marianne Sorensen as Director | Mgmt | For | For | For |
| 7.h | Reelect Helle Valentin as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Martin Blessing, Martin Larsen, and Helle Valentin is warranted for lack of diversity on the board. A vote for the remaining nominees is warranted.* | | | | |
| 8.a | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 9.a | Approve DKK 191.8 Million Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |
| 9.b | Approve Creation of DKK 1.63 Billion Pool of Capital with Preemptive Rights; Approve Issuance of Convertible Loans | Mgmt | For | For | For |
| 9.c | Approve Creation of DKK 810 Million Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 9.d | Approve Creation of Pool of Capital without Preemptive Rights; Approve Issuance of Convertible Loans | Mgmt | For | For | For |
| 9.e | Amend Articles | Mgmt | For | For | For |
| 9.f | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 10 | Approve Indemnification of Members of the Board of Directors and Executive Management | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by ActionAid Denmark | Mgmt | | | |

## Danske Bank A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11.a | Approve Divestment from Fossil Fuel Companies that do not have a Transition Plan in Line with the Paris Agreement | SH | Against | Against | Against |
| | Shareholder Proposals Submitted by Jorgen Dahlberg | Mgmt | | | |
| 11.b | Approve Transparent Price Lists and Return Statements | SH | Against | Against | Against |
| | Shareholder Proposals Submitted by Wismann Holding ApS | Mgmt | | | |
| 11.c1 | Approve Conduction of a Survey on whether Shareholders Prefer General Meetings with Physical Attendance or Electronically | SH | Against | Against | Against |
| | Shareholder Proposals Submitted by Wismann Holding ApS | Mgmt | | | |
| 11.c2 | Approve Proposal Regarding Prevention of Attorneys from Firms that have Incurred over DKK 10 Million in Penalties for Serious Financial Crime within the past Ten Years from being Appointed as Chair of the Annual General Meetings. | SH | Against | Against | Against |
| | Management Proposals | Mgmt | | | |
| 12 | Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities | Mgmt | For | For | For |
| 13 | Other Business | Mgmt | | | |

## Ecopro BM Co., Ltd.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 247540

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** Y2243T102

**Shares Voted:** 3,410

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2 | Amend Articles of Incorporation | Mgmt | For | For | For |
| 3.1 | Elect Kim Soon-ju as Non-Independent Non-Executive Director | Mgmt | For | For | For |

## Ecopro BM Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.2 | Elect Lee Wan-pyo as Inside Director | Mgmt | For | For | For |
| 3.3 | Elect Kang Gi-seok as Outside Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Gi-seok Kang is warranted for lack of diversity on the board. Votes FOR the other director nominees are warranted.* | | | | |
| 4 | Elect Lee Hwa-ryeon as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 5 | Elect Cho Jae-jeong as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 6 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |
| 7 | Approve Terms of Retirement Pay | Mgmt | For | For | For |
| 8 | Amend Executive Payment Terms | Mgmt | For | For | For |

## ECOPRO Co., Ltd.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 086520
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y22458106

**Shares Voted:** 2,120

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Business Objective) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Director Title Change and Number of Director) | Mgmt | For | For | For |
| 2.4 | Amend Articles of Incorporation (Miscellaneous) | Mgmt | For | For | For |
| 3.1 | Elect Song Ho-jun as Inside Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Ho-jun Song and Jong-hwa Ha is warranted for lack of diversity on the board. A vote FOR the other director nominees is warranted.* | | | | |
| 3.2 | Elect Choi Sang-woon as Inside Director | Mgmt | For | For | For |

## ECOPRO Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.3 | Elect Byeon Jeong-hui as Inside Director | Mgmt | For | For | For |
| 4.1 | Elect Ha Jong-hwa as Outside Director to Serve as an Audit Committee Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Ho-jun Song and Jong-hwa Ha is warranted for lack of diversity on the board. A vote FOR the other director nominees is warranted.* | | | | |
| 4.2 | Elect Noh Sang-seop as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 5 | Amend Executive Payment Terms | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: There appears to be a lack of gender diversity on the board. In the absence of adequate disclosure to justify the magnitude of the increase, a vote AGAINST item 5 is warranted on quantum grounds.* | | | | |
| 6 | Approve Terms of Retirement Pay | Mgmt | For | For | For |

## Gjensidige Forsikring ASA

**Meeting Date:** 03/26/2026 **Country:** Norway **Ticker:** GJF

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** R2763X101

**Shares Voted:** 13,056

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Registration of Attending Shareholders and Proxies | Mgmt | | | |
| 4 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 6 | Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 10.00 Per Share; Approve Extraordinary Dividends of NOK 4.50 Per Share | Mgmt | For | For | For |
| 7 | Discuss Company's Corporate Governance Statement | Mgmt | | | |
| 8 | Approve Remuneration Statement | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |

# Gjensidige Forsikring ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Shareholder Proposals Submitted by Folketrygdfondet | Mgmt | | | |
| 10 | Amend Articles: Board Related | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted because it would remove special rights applying to one shareholder but not others and make the process of electing directors more aligned with both market practice and generally conceived good practice, increasing board accountability to all shareholders.* | | | | |
| | Management Proposals | Mgmt | | | |
| 11a | Authorize Board to Distribute Dividends | Mgmt | For | For | For |
| 11b | Approve Equity Plan Financing Through Share Repurchase Program | Mgmt | For | For | For |
| 11c | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 11d | Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 11e | Authorize Board to Raise Subordinated Loans and Other External Financing | Mgmt | For | For | For |
| 12a | Reelect Dag Mejdell (Chair), Gunnar Robert Sellaeg, Gyrid Skalleberg Ingero, Mari Thjomoe, Simona Trombetta and Tor Magne Lonnum as Directors; Elect Nils-Jakob Rosholt as New Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted for the following reasons: - Nominee Gyrid Skalleberg Ingero is considered overboarded. - The board chair, Dag Mejdell, holds three or more chairmanships in aggregate and subsequently, is considered overboarded.* | | | | |
| 12b1 | Elect Anne Skuterud (Chair) as Member of Nominating Committee | Mgmt | For | For | For |
| 12b2 | Elect Alfred Overland as Member of Nominating Committee | Mgmt | For | For | For |
| 12b3 | Reelect Henrik Bachke Madsen as Member of Nominating Committee | Mgmt | For | For | For |
| 12b4 | Reelect Inger Grogaard Stensaker as Member of Nominating Committee | Mgmt | For | For | For |
| 12b5 | Reelect Pernille Moen Masdal as Member of Nominating Committee | Mgmt | For | For | For |
| 12c | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 13 | Approve Remuneration of Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work | Mgmt | For | For | For |

## HANJIN KAL Corp.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 180640
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y3053L106

**Shares Voted:** 1,261

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Board Composition) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Electronic Shareholder Meeting) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Director Title Change) | Mgmt | For | For | For |
| 2.4 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.5 | Amend Articles of Incorporation (Separate Election of Audit Committee Member) | Mgmt | For | For | For |
| 2.6 | Amend Articles of Incorporation (Electronic Voting) | Mgmt | For | For | For |
| 2.7 | Amend Articles of Incorporation (Addendum) | Mgmt | For | For | For |
| 3 | Elect Choi Jong-gu as Outside Director | Mgmt | For | For | For |
| 4 | Elect Cho Won-tae as Inside Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Won-tae Cho is warranted for lack of diversity on the board.* | | | | |
| 5 | Elect Chae Jun as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 6 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## HANKOOK TIRE & TECHNOLOGY Co., Ltd.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 161390
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y3R57J108

## HANKOOK TIRE & TECHNOLOGY Co., Ltd.

**Shares Voted:** 1,097

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Electronic Shareholder Meeting) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Director Title Change) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.4 | Amend Articles of Incorporation (Separate Election of Audit Committee Member) | Mgmt | For | For | For |
| 2.5 | Amend Articles of Incorporation (Election and Dismissal of Audit Committee Member) | Mgmt | For | For | For |
| 2.6 | Amend Articles of Incorporation (Duties and Liabilities of Directors) | Mgmt | For | For | For |
| 2.7 | Amend Articles of Incorporation (Number of Directors) | Mgmt | For | For | For |
| 3 | Elect Jang Ho-jun as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 6 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## Hyundai Motor Co., Ltd.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 005380

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** Y38472109

**Shares Voted:** 1,412

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Business Objectives) | Mgmt | For | For | For |

## Hyundai Motor Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.2 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Duties of Directors) | Mgmt | For | For | For |
| 2.4 | Amend Articles of Incorporation (Separate Election of Audit Committee Member) | Mgmt | For | For | For |
| 2.5 | Amend Articles of Incorporation (Electronic Shareholder Meeting) | Mgmt | For | For | For |
| 2.6 | Amend Articles of Incorporation (Miscellaneous) | Mgmt | For | For | For |
| 2.7 | Amend Articles of Incorporation (Director Title Change) | Mgmt | For | For | For |
| 2.8 | Amend Articles of Incorporation (Addendum) | Mgmt | For | For | For |
| 3.1 | Elect Choi Yoon-hui as Outside Director | Mgmt | For | For | For |
| 3.2.1 | Elect Jose Munoz as Inside Director | Mgmt | For | For | For |
| 3.2.2 | Elect Lee Seung-jo as Inside Director | Mgmt | For | For | For |
| 3.2.3 | Elect Choi Young-il as Inside Director | Mgmt | For | For | For |
| 4 | Elect Jang Seung-hwa as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 5 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |
| 6 | Approval of the Plan for Holding and Disposition of Treasury Shares | Mgmt | For | For | For |

## Kakao Corp.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 035720
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y4519H119

**Shares Voted:** 2,031

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |

## Kakao Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.1 | Amend Articles of Incorporation (Business Objectives) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Amendments Relating to Record Date) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.4 | Amend Articles of Incorporation (Proxy Voting) | Mgmt | For | For | For |
| 2.5 | Amend Articles of Incorporation (Director Title Change) | Mgmt | For | For | For |
| 2.6 | Amend Articles of Incorporation (Audit Committee Member) | Mgmt | For | For | For |
| 2.7 | Amend Articles of Incorporation (Enhancing Board Operations) | Mgmt | For | For | For |
| 2.8 | Amend Articles of Incorporation (Addendum) | Mgmt | For | For | For |
| 3.1 | Elect Jeong Shin-ah as Inside Director | Mgmt | For | For | For |
| 3.2 | Elect Kim Young-jun as Outside Director | Mgmt | For | For | For |
| 3.3 | Elect Cha Gyeong-jin as Outside Director | Mgmt | For | For | For |
| 4 | Elect Hahm Chun-seung as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 5 | Elect Kim Young-jun as a Member of Audit Committee | Mgmt | For | For | For |
| 6 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |
| 7 | Approve Cancellation of Treasury Shares | Mgmt | For | For | For |
| 8 | Approval of Reduction of Capital Reserve | Mgmt | For | For | For |
| 9 | Approval of the Plan for Holding and Disposition of Treasury Shares | Mgmt | For | For | For |

## KakaoBank Corp.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 323410

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** Y451AA104

## KakaoBank Corp.

**Shares Voted:** 3,733

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2 | Amend Articles of Incorporation | Mgmt | For | For | For |
| 3.1 | Elect Kim Geun-su as Inside Director | Mgmt | For | For | For |
| 3.2 | Elect Jin Woong-seop as Outside Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Woong-seop Jin and Ryun-hui Kim is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 3.3 | Elect Nam Sang-il as Outside Director | Mgmt | For | For | For |
| 3.4 | Elect Kwon Dae-yeol as Non-Independent Non-Executive Director | Mgmt | For | For | For |
| 4 | Elect Kim Ryun-hui as Outside Director to Serve as an Audit Committee Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Woong-seop Jin and Ryun-hui Kim is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## Kao Corp.

**Meeting Date:** 03/26/2026 **Country:** Japan **Ticker:** 4452

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J30642169

**Shares Voted:** 1,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 77 | Mgmt | For | For | For |
| 2.1 | Elect Director Hasebe, Yoshihiro | Mgmt | For | For | For |
| 2.2 | Elect Director Negoro, Masakazu | Mgmt | For | For | For |
| 2.3 | Elect Director Nishiguchi, Toru | Mgmt | For | For | For |
| 2.4 | Elect Director Lisa MacCallum | Mgmt | For | For | For |
| 2.5 | Elect Director Sakurai, Eriko | Mgmt | For | For | For |
| 2.6 | Elect Director Nishii, Takaaki | Mgmt | For | For | For |

## Kao Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.7 | Elect Director Takashima, Makoto | Mgmt | For | For | For |
| 2.8 | Elect Director Sarah L. Casanova | Mgmt | For | For | For |
| 2.9 | Elect Director Okuyama, Shinji | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Tamaki, Shuji | Mgmt | For | For | For |
| 4 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The updated plan includes a fixed portion where no specific performance hurdles are specified, and shares are transferable to recipients in less than three years after this shareholder meeting by some of the recipients.* | | | | |
| 5 | Approve Compensation Ceiling for Directors | Mgmt | For | For | For |

## Kesko Oyj

**Meeting Date:** 03/26/2026 **Country:** Finland **Ticker:** KESKOB

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** X44874109

**Shares Voted:** 28,860

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive CEO's Review | Mgmt | | | |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9 | Approve Allocation of Income and Dividends of EUR 0.90 Per Share | Mgmt | For | For | For |
| 10 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 11 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to insufficient disclosure of performance criteria attached to variable remuneration.* | | | | |

## Kesko Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair, EUR 75,000 for Vice Chair and EUR 55,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 13 | Fix Number of Directors at Seven | Mgmt | For | For | For |
| 14 | Reelect Esa Kiiskinen, Tiina Alahuhta-Kasko, Jannica Fagerholm, Pauli Jaakola, Jussi Perala, TimoRitakallio as Directors; Elect Mervi Airaksinen as New Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted as the company maintains a share structure with unequal voting rights, and nominee Pauli Jaakola represents the primary beneficiary of the superior voting rights.* | | | | |
| 15 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 17 | Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 18 | Appoint Deloitte as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 19 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 20 | Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights | Mgmt | For | For | For |
| 21 | Approve Charitable Donations of up to EUR 300,000 | Mgmt | For | For | For |
| 22 | Close Meeting | Mgmt | | | |

## Konecranes Oyj

**Meeting Date:** 03/26/2026 **Country:** Finland **Ticker:** KCR
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** X4550J108

**Shares Voted:** 308

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |

# Konecranes Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 2.25 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair, EUR 100,000 for Vice Chair and EUR 72,000 for Other Directors; Approve Meeting Fees and Compensation for Committee Work | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Eight | Mgmt | For | For | For |
| 13 | Reelect Pasi Laine (Chair), Ulf Liljedahl (Vice Chair), Gun Nilsson, Paivi Rekonen, Thomas Schulz and Birgit Seeger as Directors; Elect Matts Rosenberg and Marco Wiren as New Directors | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent director nominees Pasi Laine, Ulf Liljedahl, Gun Nilsson, Paivi Elina Rekonen Fleischer, Thomas Schulz, and Birgit Seeger is warranted for lack of diversity on the board.* | | | | |
| 14 | Approve 2:1 Stock Split | Mgmt | For | For | For |
| 15 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 16 | Approve Issuance of up to 7.5 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| 17 | Authorize Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 18 | Approve Equity Plan Financing | Mgmt | For | For | For |
| 19 | Approve Charitable Donations of up to EUR 400,000; Approve Donations of up to EUR 400,000 for Occasional Emergency Aid | Mgmt | For | For | For |
| 20 | Close Meeting | Mgmt | | | |

## LG Corp.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 003550
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y52755108

**Shares Voted:** 5,804

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Electronic Shareholder Meeting) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Director Title Change) | Mgmt | For | For | For |
| 2.4 | Amend Articles of Incorporation (Election and Dismissal of Audit Committee Member) | Mgmt | For | For | For |
| 2.5 | Amend Articles of Incorporation (Separate Election of Audit Committee Member) | Mgmt | For | For | For |
| 2.6 | Amend Articles of Incorporation (Addendum) | Mgmt | For | For | For |
| 3 | Elect Kim Hwan-su as Inside Director | Mgmt | For | For | For |
| 4 | Elect Park Jong-su as Outside Director to Serve as an Audit Committee Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Jong-su Park is warranted for lack of diversity on the board. A vote FOR new director nominee Hwan-su Kim is warranted at this time.* | | | | |
| 5 | Elect Kim Hwan-su as a Member of Audit Committee | Mgmt | For | For | For |
| 6 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## LS Electric Co., Ltd.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 010120
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y5355Q105

## LS Electric Co., Ltd.

**Shares Voted:** 979

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Business Objectives) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Stock Split) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Electronic Shareholder Meeting) | Mgmt | For | For | For |
| 2.4 | Amend Articles of Incorporation (Enhancing Board Operations) | Mgmt | For | For | For |
| 2.5 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.6 | Amend Articles of Incorporation (Director Title Change) | Mgmt | For | For | For |
| 2.7 | Amend Articles of Incorporation (Separate Election of Audit Committee Member) | Mgmt | For | For | For |
| 3 | Elect Koo Ja-gyun as Inside Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Ja-gyun Koo and Gil-su Jang is warranted for lack of diversity on the board.* | | | | |
| 4 | Elect Jang Gil-su as Outside Director to Serve as an Audit Committee Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Ja-gyun Koo and Gil-su Jang is warranted for lack of diversity on the board.* | | | | |
| 5 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on Social Advisory Services' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.* | | | | |
| 6 | Approval of the Plan for Holding and Disposition of Treasury Shares | Mgmt | For | For | For |

## MERITZ Financial Group, Inc.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 138040

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** Y59496102

## MERITZ Financial Group, Inc.

**Shares Voted:** 1,967

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2 | Amend Articles of Incorporation | Mgmt | For | For | For |
| 3 | Elect Kim Yong-beom as Inside Director | Mgmt | For | For | For |
| 4 | Elect Cho Hong-hui as Outside Director | Mgmt | For | For | For |
| 5.1 | Elect Kim Woo-jin as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 5.2 | Elect Kim Yeon-mi as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 6.1 | Elect Cho Hong-hui as a Member of Audit Committee | Mgmt | For | For | For |
| 6.2 | Elect Kim Myeong-ae as a Member of Audit Committee | Mgmt | For | For | For |
| 7 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## Misto Holdings Corp.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 081660

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** Y2484W103

**Shares Voted:** 3,666

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Record Date for Dividends) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation(Commercial Act) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Hierarchy and Positions) | Mgmt | For | For | For |
| 3 | Elect Lee Ho-yeon as Inside Director | Mgmt | For | For | For |
| 4 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## Misto Holdings Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Authorize Board to Fix Remuneration of Internal Auditor(s) | Mgmt | For | For | For |

## MonotaRO Co., Ltd.

**Meeting Date:** 03/26/2026 **Country:** Japan **Ticker:** 3064
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J46583100

**Shares Voted:** 1,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 18 | Mgmt | For | For | For |
| 2.1 | Elect Director Suzuki, Masaya | Mgmt | For | For | For |
| 2.2 | Elect Director Tamura, Sakuya | Mgmt | For | For | For |
| 2.3 | Elect Director Kishida, Masahiro | Mgmt | For | For | For |
| 2.4 | Elect Director Ise, Tomoko | Mgmt | For | For | For |
| 2.5 | Elect Director Miura, Hiroshi | Mgmt | For | For | For |
| 2.6 | Elect Director Nakashima, Kiyoshi | Mgmt | For | For | For |
| 2.7 | Elect Director Peter Kenevan | Mgmt | For | For | For |
| 2.8 | Elect Director Omura, Kayako | Mgmt | For | For | For |
| 2.9 | Elect Director Ogawa, Yasunori | Mgmt | For | For | For |
| 2.10 | Elect Director Abe Thomas | Mgmt | For | For | For |

## NH Investment & Securities Co., Ltd.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 005940
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y6S75L806

**Shares Voted:** 16,819

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |

## NH Investment & Securities Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.2 | Amend Articles of Incorporation (Commercial Act) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Model AOI) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST item 2.3 is warranted because the issuance of new shares allowed by the proposed amendment well exceeds the 20 percent guideline and the risk of dilution to existing shareholders is significant.* | | | | |
| 3.1 | Elect Shin Jin-young as Outside Director | Mgmt | For | For | For |
| 3.2 | Elect Kang Ju-young as Outside Director | Mgmt | For | For | For |
| 4.1 | Elect Kim I-bae as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 4.2 | Elect Min Seung-gyu as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |

## Novo Nordisk A/S

**Meeting Date:** 03/26/2026 **Country:** Denmark **Ticker:** NOVO.B

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** K72807140

**Shares Voted:** 19,894

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of DKK 7.95 Per Share | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 5.1 | Approve Remuneration of Directors for 2025 | Mgmt | For | For | For |
| 5.2 | Approve Remuneration Level of Directors for 2026 | Mgmt | For | For | For |
| 6.1 | Reelect Lars Rebien Sorensen (Chair) as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: A vote ABSTAIN with respect to the (re)election to the board of incumbent director nominee Kasim Kutay (Item 6.3b) is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Lars Rebien Sorensen (Item 6.1), Britt Meelby Jensen (Item 6.3a), and Kasim Kutay (Item 6.3b) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. Concerns also remain regarding Lars Rebien Sorensen's dual chair role, which raises concern about his ability to effectively oversee management and serve the best interests of shareholders.* | | | | |
| 6.2 | Reelect Cees de Jong (Vice Chair) as Director | Mgmt | For | For | For |

## Novo Nordisk A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.3a | Reelect Britt Meelby Jensen as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: A vote ABSTAIN with respect to the (re)election to the board of incumbent director nominee Kasim Kutay (Item 6.3b) is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Lars Rebien Sorensen (Item 6.1), Britt Meelby Jensen (Item 6.3a), and Kasim Kutay (Item 6.3b) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. Concerns also remain regarding Lars Rebien Sorensen's dual chair role, which raises concern about his ability to effectively oversee management and serve the best interests of shareholders.* | | | | |
| 6.3b | Reelect Kasim Kutay as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: A vote ABSTAIN with respect to the (re)election to the board of incumbent director nominee Kasim Kutay (Item 6.3b) is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Lars Rebien Sorensen (Item 6.1), Britt Meelby Jensen (Item 6.3a), and Kasim Kutay (Item 6.3b) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. Concerns also remain regarding Lars Rebien Sorensen's dual chair role, which raises concern about his ability to effectively oversee management and serve the best interests of shareholders.* | | | | |
| 6.3c | Reelect Stephan Engels as Director | Mgmt | For | For | For |
| 6.3d | Elect Helena Saxon as New Director | Mgmt | For | For | For |
| 6.3e | Elect Jan van de Winkel as New Director | Mgmt | For | For | For |
| 6.3f | Elect Ramona Sequeira as New Director | Mgmt | For | For | For |
| 7 | Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting | Mgmt | For | For | For |
| 8.1 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 8.2 | Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million | Mgmt | For | For | For |
| 8.3 | Change Location of General Meeting to Eastern Denmark | Mgmt | For | For | For |
| 9 | Other Business | Mgmt | | | |

## Outokumpu Oyj

**Meeting Date:** 03/26/2026 **Country:** Finland **Ticker:** OUT1V

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** X61161273

# Outokumpu Oyj

**Shares Voted:** 2,604

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 0.13 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President and CEO | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 12 | Approve Remuneration of Directors in the Amount of EUR 186,000 for Chair, EUR 100,000 for Vice Chair and EUR 77,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 13 | Fix Number of Directors at Ten | Mgmt | For | For | For |
| 14 | Reelect Hilde Merete Aasheim, Heinz Jorg Fuhrmann, Olavi Huhtala, Kari Jordan (Chair), Paivi Luostarinen, Jyrki Maki-Kala, Petter Soderstrom and Julia Woodhouse as Directors; Elect Timo Ritakallio (Vice Chair) and Jenni Lukander as New Directors | Mgmt | For | For | For |
| 15 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Ratify PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |
| 17 | Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |

## Outokumpu Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 19 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 20 | Approve Issuance of up to 47 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| 21 | Amend Charter for the Shareholders Nomination Board | Mgmt | For | For | For |
| 22 | Close Meeting | Mgmt | | | |

## Pan African Resources Plc

**Meeting Date:** 03/26/2026 **Country:** United Kingdom **Ticker:** PAF
**Record Date:** 03/24/2026 **Meeting Type:** Special
**Primary Security ID:** G6882W102

**Shares Voted:** 9,698

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Appropriation of Profits to the Payment of the 2024 Final Dividend | Mgmt | For | For | For |
| 2 | Approve Cancellation of the Share Premium Account | Mgmt | For | For | For |
| 3 | Approve Matters Relating to the Relevant Distributions | Mgmt | For | For | For |
| 4 | Amend Articles of Association | Mgmt | For | For | For |

## POSCO Future M Co., Ltd.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 003670
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y70754109

**Shares Voted:** 381

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Committees) | Mgmt | For | For | For |

## POSCO Future M Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.2 | Amend Articles of Incorporation (Electronic Shareholder Meeting) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Director Title Change) | Mgmt | For | For | For |
| 2.4 | Amend Articles of Incorporation (Audit Committee Member) | Mgmt | For | For | For |
| 2.5 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.6 | Amend Articles of Incorporation (Separate Election of Audit Committee Member) | Mgmt | For | For | For |
| 3.1 | Elect Eom Gi-cheon as Inside Director | Mgmt | For | For | For |
| 3.2 | Elect Kim Seong-jin as Inside Director | Mgmt | For | For | For |
| 3.3 | Elect Jeong Seok-mo as Non-Independent Non-Executive Director | Mgmt | For | For | For |
| 3.4 | Elect Lee Sang-young as Outside Director | Mgmt | For | For | For |
| 4 | Elect Yoon Tae-hwa as Outside Director to Serve as an Audit Committee Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Bok-sil Lee and Tae-hwa Yoon is warranted for lack of diversity on the board.* | | | | |
| 5 | Elect Lee Bok-sil as Outside Director to Serve as an Audit Committee Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Bok-sil Lee and Tae-hwa Yoon is warranted for lack of diversity on the board.* | | | | |
| 6 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## Shanjin International Gold Co., Ltd.

**Meeting Date:** 03/26/2026 **Country:** China **Ticker:** 000975

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** Y1584S103

**Shares Voted:** 24,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |

## Shanjin International Gold Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Annual Report and Summary | Mgmt | For | For | For |
| 3 | Approve Profit Distribution | Mgmt | For | For | For |
| 4 | Approve Formulation of Remuneration Management System for Directors and Senior Management Members | Mgmt | For | For | For |
| 5 | Approve Remuneration and Remuneration Plan of Directors and Senior Management Members | Mgmt | For | For | For |

## SK Biopharmaceuticals Co., Ltd.

**Meeting Date:** 03/26/2026 **Country:** South Korea **Ticker:** 326030
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y806MN108

**Shares Voted:** 584

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2 | Amend Articles of Incorporation | Mgmt | For | For | For |
| 3.1 | Elect Lee Dong-hun as Inside Director | Mgmt | For | For | For |
| 3.2 | Elect Kim Yeon-tae as Non-Independent Non-Executive Director | Mgmt | For | For | For |
| 4 | Elect Kim Min-ji as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 5 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |
| 6 | Approve Terms of Retirement Pay | Mgmt | For | For | For |

## Trend Micro, Inc.

**Meeting Date:** 03/26/2026 **Country:** Japan **Ticker:** 4704
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J9298Q104

## Trend Micro, Inc.

**Shares Voted:** 300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 185 | Mgmt | For | For | For |
| 2.1 | Elect Director Chang Ming-Jang | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Eva Chen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Mahendra Negi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Omikawa, Akihiko | Mgmt | For | For | For |
| 2.5 | Elect Director Tokuoka, Koichiro | Mgmt | For | For | For |
| 2.6 | Elect Director Inoue, Fukuzo | Mgmt | For | For | For |

## Tryg A/S

**Meeting Date:** 03/26/2026 **Country:** Denmark **Ticker:** TRYG

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** K9640A110

**Shares Voted:** 14,027

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2b | Approve Discharge of Management and Board | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 5 | Approve Remuneration of Directors in the Amount of DKK 1.53 Million for Chair, DKK 1.02 Million for Vice Chair, and DKK 510,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |

## Tryg A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6a | Approve DKK 55.4 Million Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |
| 6b | Approve Creation of DKK 300 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 300 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 300 Million | Mgmt | For | For | For |
| 6c | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 7a | Reelect Steffen Kragh as Director | Mgmt | For | For | For |
| 7b | Reelect Carl-Viggo Ostlund as Director | Mgmt | For | For | For |
| 7c | Reelect Thomas Hofman-Bang as Director | Mgmt | For | For | For |
| 7d | Reelect Benedicte Bakke Agerup as Director | Mgmt | For | For | For |
| 7e | Elect Vibeke Krag as New Director | Mgmt | For | For | For |
| 7f | Elect Catharina Eklof as New Director | Mgmt | For | For | For |
| 8a | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 8b | Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 9 | Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities | Mgmt | For | For | For |
| 10 | Other Business | Mgmt | | | |

## Zealand Pharma A/S

**Meeting Date:** 03/26/2026 **Country:** Denmark **Ticker:** ZEAL

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** K9898X127

**Shares Voted:** 427

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

## Zealand Pharma A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 4.1 | Reelect Alf Gunnar Martin Nicklasson as Director | Mgmt | For | For | For |
| 4.2 | Reelect Kirsten Aarup Drejer as Director | Mgmt | For | For | For |
| 4.3 | Reelect Leonard Kruimer as Director | Mgmt | For | For | For |
| 4.4 | Reelect Elaine Sullivan as Director | Mgmt | For | For | For |
| 4.5 | Reelect Enrique Conterno as Director | Mgmt | For | For | For |
| 4.6 | Elect Iris Low Friedrich as New Director | Mgmt | For | For | For |
| 5 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 6 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 7 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: * Half of LTIP award is time based. * The performance contingent part of the LTIP starts to vest at below median performance. * The "high" pay-for-performance evaluation. * The insufficient vesting period for RSU grant. * Pay quantum * Insufficient disclosure of vested LTIP awards. It should be recognized however that the remuneration report as such is not misaligned with market practice. Rather, the main concerns are with the structure of the pay plan, not transparency.* | | | | |
| 8 | Approve Remuneration of Directors in the Amount of DKK 100,000 for Each Director, and 5,000 RSU for Chair, 1,000 RSU for Vice Chair and 1,500 RSU for Other Directors; Approve Remuneration for Committee Work in RSUs | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is considered warranted. Because they significantly exceed market standard, in particular the committee fees. At the same time it is noted that fees being paid in shares increases alignment, that the fees are not proposed to be increased, and that the company seems to have not utilized the full cap in the allotment.* | | | | |
| 9 | Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities | Mgmt | For | For | For |
| 10 | Other Business (non-voting) | Mgmt | | | |

## AGC, Inc. (Japan)

**Meeting Date:** 03/27/2026 **Country:** Japan **Ticker:** 5201

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J0025W100

## AGC, Inc. (Japan)

**Shares Voted:** 700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 105 | Mgmt | For | For | For |
| 2 | Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval | Mgmt | For | For | For |
| 3.1 | Elect Director Hirai, Yoshinori | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's unfavorable ROE performance.* | | | | |
| 3.2 | Elect Director Kurata, Hideyuki | Mgmt | For | For | For |
| 3.3 | Elect Director Takegawa, Yoshio | Mgmt | For | For | For |
| 3.4 | Elect Director Teshirogi, Isao | Mgmt | For | For | For |
| 3.5 | Elect Director Arima, Koji | Mgmt | For | For | For |
| 3.6 | Elect Director Okina, Yuri | Mgmt | For | For | For |
| 4.1 | Elect Director and Audit Committee Member Kawashima, Isamu | Mgmt | For | For | For |
| 4.2 | Elect Director and Audit Committee Member Araki, Naoko | Mgmt | For | For | For |
| 4.3 | Elect Director and Audit Committee Member Matsuyama, Haruka | Mgmt | For | For | For |
| 4.4 | Elect Director and Audit Committee Member Baba, Kumiko | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |
| 6 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |
| 7 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## Canon, Inc.

**Meeting Date:** 03/27/2026 **Country:** Japan **Ticker:** 7751

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J05124144

## Canon, Inc.

**Shares Voted:** 10,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 80 | Mgmt | For | For | For |
| 2.1 | Elect Director Mitarai, Fujio | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Tanaka, Toshizo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Homma, Toshio | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Ogawa, Kazuto | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.5 | Elect Director Takeishi, Hiroaki | Mgmt | For | For | For |
| 2.6 | Elect Director Asada, Minoru | Mgmt | For | For | For |
| 2.7 | Elect Director Kawamura, Yusuke | Mgmt | For | For | For |
| 2.8 | Elect Director Ikegami, Masayuki | Mgmt | For | For | For |
| 2.9 | Elect Director Suzuki, Masaki | Mgmt | For | For | For |
| 2.10 | Elect Director Ito, Akiko | Mgmt | For | For | For |
| 2.11 | Elect Director Arima, Atsumi | Mgmt | For | For | For |
| 3.1 | Appoint Statutory Auditor Naruse, Ikuko | Mgmt | For | For | For |
| 3.2 | Appoint Statutory Auditor Asakura, Kaori | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.* | | | | |
| 4 | Approve Annual Bonus | Mgmt | For | For | For |

## Daifuku Co., Ltd.

**Meeting Date:** 03/27/2026 **Country:** Japan **Ticker:** 6383

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J08988107

**Shares Voted:** 8,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Geshiro, Hiroshi | Mgmt | For | For | For |

## Daifuku Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Terai, Tomoaki | Mgmt | For | For | For |
| 1.3 | Elect Director Takubo, Hideaki | Mgmt | For | For | For |
| 1.4 | Elect Director Hibi, Tetsuya | Mgmt | For | For | For |
| 1.5 | Elect Director Gideon Franklin | Mgmt | For | For | For |
| 1.6 | Elect Director Yoshida, Haruyuki | Mgmt | For | For | For |
| 1.7 | Elect Director Kanzaki, Yuki | Mgmt | For | For | For |
| 1.8 | Elect Director Hongo, Mayumi | Mgmt | For | For | For |
| 1.9 | Elect Director Nakamura, Asuka | Mgmt | For | For | For |
| 2.1 | Appoint Statutory Auditor Saito, Tsukasa | Mgmt | For | For | For |
| 2.2 | Appoint Statutory Auditor Oki, Kazuya | Mgmt | For | For | For |
| 3 | Approve Compensation Ceiling for Directors | Mgmt | For | For | For |

## DKSH Holding Ltd.

**Meeting Date:** 03/27/2026 **Country:** Switzerland **Ticker:** DKSH

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H2012M121

**Shares Voted:** 174

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Sustainability Report | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of CHF 2.50 per Share | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5.1 | Approve Remuneration of Directors in the Amount of CHF 2.8 Million | Mgmt | For | For | For |
| 5.2 | Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million | Mgmt | For | For | For |
| 5.3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 6.1.1 | Reelect Gabriel Baertschi as Director | Mgmt | For | For | For |

## DKSH Holding Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.1.2 | Reelect Jack Clemons as Director | Mgmt | For | For | For |
| 6.1.3 | Reelect Adrian Keller as Director | Mgmt | For | For | For |
| 6.1.4 | Reelect Annette Koehler as Director | Mgmt | For | For | For |
| 6.1.5 | Reelect Eunice Zehnder-Lai as Director | Mgmt | For | For | For |
| 6.1.6 | Reelect Marco Gadola as Director and Board Chair | Mgmt | For | For | For |
| 6.1.7 | Elect Valerie Diele-Braun as Director | Mgmt | For | For | For |
| 6.1.8 | Elect Corine Tap as Director | Mgmt | For | For | For |
| 6.1.9 | Elect Julie von Wedel-Keller as Director | Mgmt | For | For | For |
| 6.2.1 | Reappoint Gabriel Baertschi as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 6.2.2 | Reappoint Adrian Keller as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 6.2.3 | Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 7 | Ratify Ernst and Young AG as Auditors | Mgmt | For | For | For |
| 8 | Designate Ernst Widmer as Independent Proxy | Mgmt | For | For | For |
| 9.1 | Additional Voting Instructions - Board of Directors Proposals (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |
| 9.2 | Additional Voting Instructions - Shareholder Proposals (Voting) | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |

## Doosan Bobcat, Inc.

**Meeting Date:** 03/27/2026 **Country:** South Korea **Ticker:** 241560

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** Y2103B100

## Doosan Bobcat, Inc.

**Shares Voted:** 5,761

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Electronic Shareholder Meeting) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Electronic Voting) | Mgmt | For | For | For |
| 2.4 | Amend Articles of Incorporation (Director Title Change) | Mgmt | For | For | For |
| 3 | Elect Scott Park as Inside Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Scott Park (Seong-cheol Park) is warranted for lack of diversity on the board. A vote FOR Jae-won Yoon is warranted.* | | | | |
| 4 | Elect Yoon Jae-won as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 5 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |
| 6 | Approval of the Plan for Holding and Disposition of Treasury Shares | Mgmt | For | For | For |

## Kirin Holdings Co., Ltd.

**Meeting Date:** 03/27/2026 **Country:** Japan **Ticker:** 2503

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** 497350108

**Shares Voted:** 3,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 37 | Mgmt | For | For | For |
| 2.1 | Elect Director Isozaki, Yoshinori | Mgmt | For | For | For |
| 2.2 | Elect Director Minakata, Takeshi | Mgmt | For | For | For |
| 2.3 | Elect Director Tsuboi, Junko | Mgmt | For | For | For |
| 2.4 | Elect Director Yoshimura, Toru | Mgmt | For | For | For |

## Kirin Holdings Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.5 | Elect Director Akieda, Shinjiro | Mgmt | For | For | For |
| 2.6 | Elect Director Yanagi, Hiroyuki | Mgmt | For | For | For |
| 2.7 | Elect Director Shiono, Noriko | Mgmt | For | For | For |
| 2.8 | Elect Director Katanozaka, Shinya | Mgmt | For | For | For |
| 2.9 | Elect Director Ando, Yoshiko | Mgmt | For | For | For |
| 2.10 | Elect Director Konomoto, Shingo | Mgmt | For | For | For |
| 2.11 | Elect Director Mikami, Naoko | Mgmt | For | For | For |
| 2.12 | Elect Director Fujinawa, Kenichi | Mgmt | For | For | For |
| 3.1 | Appoint Statutory Auditor Kobayashi, Hajime | Mgmt | For | For | For |
| 3.2 | Appoint Statutory Auditor Tim Lester | Mgmt | For | For | For |

## Nippon Paint Holdings Co., Ltd.

**Meeting Date:** 03/27/2026 **Country:** Japan **Ticker:** 4612

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** J55053128

**Shares Voted:** 2,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 8 | Mgmt | For | For | For |
| 2.1 | Elect Director Goh Hup Jin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is an incumbent nominating committee member and there is a lack of diversity on the board. * Top management should be held responsible for the board composition at the controlled company, which will not be majority independent.* | | | | |
| 2.2 | Elect Director Hara, Hisashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent nominating committee member and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Andrew Larke | Mgmt | For | For | For |
| 2.4 | Elect Director Lim Hwee Hua | Mgmt | For | For | For |
| 2.5 | Elect Director Mitsuhashi, Masataka | Mgmt | For | For | For |
| 2.6 | Elect Director Nakamura, Masayoshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is an incumbent nominating committee member and there is a lack of diversity on the board. * The board after this meeting will not be majority independent and this outside director nominee lacks independence. * The nomination committee member should be held responsible for the board composition at the controlled company, which will not be majority independent.* | | | | |

## Nippon Paint Holdings Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.7 | Elect Director Wakatsuki, Yuichiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. * Top management should be held responsible for the board composition at the controlled company, which will not be majority independent.* | | | | |
| 2.8 | Elect Director Wee Siew Kim | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. * Top management should be held responsible for the board composition at the controlled company, which will not be majority independent.* | | | | |

## OTSUKA CORP.

**Meeting Date:** 03/27/2026 **Country:** Japan **Ticker:** 4768
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J6243L115

**Shares Voted:** 1,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 45 | Mgmt | For | For | For |
| 2 | Amend Articles to Amend Business Lines | Mgmt | For | For | For |
| 3.1 | Elect Director Nakai, Yoko | Mgmt | For | For | For |
| 3.2 | Elect Director Wakatsuki, Emi | Mgmt | For | For | For |
| 4 | Approve Performance Share Plan | Mgmt | For | For | For |

## Otsuka Holdings Co., Ltd.

**Meeting Date:** 03/27/2026 **Country:** Japan **Ticker:** 4578
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J63117105

**Shares Voted:** 1,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Otsuka, Ichiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Inoue, Makoto | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## Otsuka Holdings Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Matsuo, Yoshiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Makino, Yuko | Mgmt | For | For | For |
| 1.5 | Elect Director Takagi, Shuichi | Mgmt | For | For | For |
| 1.6 | Elect Director Kobayashi, Masayuki | Mgmt | For | For | For |
| 1.7 | Elect Director Tojo, Noriko | Mgmt | For | For | For |
| 1.8 | Elect Director Higuchi, Tatsuo | Mgmt | For | For | For |
| 1.9 | Elect Director Matsutani, Yukio | Mgmt | For | For | For |
| 1.10 | Elect Director Aoki, Yoshihisa | Mgmt | For | For | For |
| 1.11 | Elect Director Mita, Mayo | Mgmt | For | For | For |
| 1.12 | Elect Director Kitachi, Tatsuaki | Mgmt | For | For | For |
| 1.13 | Elect Director Seguchi, Jiro | Mgmt | For | For | For |
| 2.1 | Appoint Statutory Auditor Toba, Yozo | Mgmt | For | For | For |
| 2.2 | Appoint Statutory Auditor Sugawara, Hiroshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.* | | | | |
| 2.3 | Appoint Statutory Auditor Osawa, Kanako | Mgmt | For | For | For |
| 2.4 | Appoint Statutory Auditor Tsuji, Sachie | Mgmt | For | For | For |

## Rakuten Group, Inc.

**Meeting Date:** 03/27/2026 **Country:** Japan **Ticker:** 4755
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** J64264104

**Shares Voted:** 5,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Mikitani, Hiroshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.* | | | | |
| 1.2 | Elect Director Hyakuno, Kentaro | Mgmt | For | For | For |
| 1.3 | Elect Director Kono, Naho | Mgmt | For | For | For |
| 1.4 | Elect Director Kaga, Eiichi | Mgmt | For | For | For |
| 1.5 | Elect Director Ando, Takaharu | Mgmt | For | For | For |

## Rakuten Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director Sarah J. M. Whitley | Mgmt | For | For | For |
| 1.7 | Elect Director Tsedal Neeley | Mgmt | For | For | For |
| 1.8 | Elect Director Charles B. Baxter | Mgmt | For | For | For |
| 1.9 | Elect Director Habuka, Shigeki | Mgmt | For | For | For |
| 1.10 | Elect Director Mitachi, Takashi | Mgmt | For | For | For |
| 2 | Apply Special Clause to Stock Options for Residents of the State of California, U.S.A. | Mgmt | For | For | For |

## Prologis Property Mexico SA de CV

**Meeting Date:** 03/30/2026 **Country:** Mexico **Ticker:** FIBRAPL14

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** P4559M101

**Shares Voted:** 131,674

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Holders of REITs - ISIN MXCFFI170008 | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Annual Report of Trust | Mgmt | For | For | For |
| 3 | Ratify, Elect and/or Remove Members and Alternates of Technical Committee and Verify Independence Classification | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: * The names of the candidates are not disclosed; * The company has bundled the election of technical committee members into a single voting item; and * Undisclosed bundled election proposals disenfranchise shareholders voting by proxy.* | | | | |
| 4 | Ratify Remuneration of Members and/or Alternates of Technical Committee | Mgmt | For | For | For |
| 5 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## COWAY Co., Ltd.

**Meeting Date:** 03/31/2026 **Country:** South Korea **Ticker:** 021240

**Record Date:** 12/31/2025 **Meeting Type:** Annual

**Primary Security ID:** Y1786S109

# COWAY Co., Ltd.

**Shares Voted:** 681

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2.1 | Amend Articles of Incorporation (Cumulative Voting) | Mgmt | For | For | For |
| 2.2 | Amend Articles of Incorporation (Business Objectives) | Mgmt | For | For | For |
| 2.3 | Amend Articles of Incorporation (Quarterly Dividend) | Mgmt | For | For | For |
| 2.4 | Amend Articles of Incorporation (Electronic Shareholder Meeting) | Mgmt | For | For | For |
| 2.5 | Amend Articles of Incorporation (Director Title Change) | Mgmt | For | For | For |
| 2.6 | Amend Articles of Incorporation (Fiduciary Duty) | Mgmt | For | For | For |
| 2.7 | Amend Articles of Incorporation (Separate Election of Audit Committee Member) | Mgmt | For | For | For |
| 2.8 | Amend Articles of Incorporation (Audit Committee) (Shareholder Proposal) | SH | Against | Against | Against |
| 2.9 | Amend Articles of Incorporation (Board Chairman) (Shareholder Proposal) | SH | Against | Against | Against |
| 3.1 | Elect Bang Jun-hyeok as Inside Director | Mgmt | For | For | For |
| 3.2 | Elect Seo Jang-won as Inside Director | Mgmt | For | For | For |
| 3.3 | Elect Kim Soon-tae as Inside Director | Mgmt | For | For | For |
| 3.4 | Elect Jeon Si-moon as Outside Director | Mgmt | For | For | For |
| 4.1 | Elect Seonwoo Hye-jeong as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 4.2 | Elect Jeong Hui-seon as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 4.3 | Elect Park Yoo-gyeong as Outside Director to Serve as an Audit Committee Member (Shareholder Proposal) | SH | Against | Against | Against |

## COWAY Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.4 | Elect Sim Jae-hyeong as Outside Director to Serve as an Audit Committee Member (Shareholder Proposal) | SH | Against | Against | Against |
| 5.1 | Elect Bang Jun-hyeok as Inside Director | Mgmt | For | For | For |
| 5.2 | Elect Seo Jang-won as Inside Director | Mgmt | For | For | For |
| 5.3 | Elect Kim Soon-tae as Inside Director | Mgmt | For | For | For |
| 5.4 | Elect Jeon Si-moon as Outside Director | Mgmt | For | For | For |
| 5.5 | Elect Seonwoo Hye-jeong as Outside Director | Mgmt | For | For | For |
| 5.6 | Elect Sim Jae-hyeong as Outside Director (Shareholder Proposal) | SH | Against | Against | Against |
| 6.1 | Elect Jeong Hui-seon as Outside Director to Serve as an Audit Committee Member | Mgmt | For | For | For |
| 6.2 | Elect Park Yoo-gyeong as Outside Director to Serve as an Audit Committee Member (Shareholder Proposal) | SH | Against | Against | Against |
| 7.1 | Elect Seonwoo Hye-jeong as a Member of Audit Committee | Mgmt | For | For | For |
| 7.2 | Elect Sim Jae-hyeong as a Member of Audit Committee (Shareholder Proposal) | SH | Against | Against | Against |
| 8 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## Fortum Oyj

**Meeting Date:** 03/31/2026 **Country:** Finland **Ticker:** FORTUM

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** X2978Z118

**Shares Voted:** 8,038

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |

# Fortum Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 0.74 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President and CEO | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of EUR 175,000 for Chair, EUR 95,000 for Deputy Chair and EUR 75,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Ten | Mgmt | For | For | For |
| 13 | Reelect Ralf Christian, Luisa Delgado, Jonas Gustavsson (Vice Chair), Stefanie Kesting, Marita Niemela, Mikael Silvennoinen (Chair), Johan Soderstrom and Vesa-Pekka Takala as Directors; Elect Mika Anttonen and Emmanuelle Verger-Chabot as New Directors | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 15 | Ratify KPMG as Auditors for the Term of Office 2027; Appoint KPMG as Auditor for Sustainability Reporting for the Term of Office 2027 | Mgmt | For | For | For |
| 16 | Amend Articles Re: Financial Statements, Auditing and Sustainability Reporting Assurance; Annual General Meeting | Mgmt | For | For | For |
| 17 | Authorize Charitable Donations | Mgmt | For | For | For |
| 18 | Close Meeting | Mgmt | | | |

# Implenia AG

**Meeting Date:** 03/31/2026 **Country:** Switzerland **Ticker:** IMPN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H41929102

**Shares Voted:** 128

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report (Non-Binding) | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 1.40 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1 | Approve Remuneration of Directors in the Amount of CHF 1.8 Million | Mgmt | For | For | For |
| 4.2 | Approve Remuneration of Executive Committee in the Amount of CHF 11 Million | Mgmt | For | For | For |
| 4.3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 5.1a | Reelect Hans Meister as Director and Board Chair | Mgmt | For | For | For |
| 5.1b | Reelect Henner Mahlstedt as Director | Mgmt | For | For | For |
| 5.1c | Reelect Kyrre Johansen as Director | Mgmt | For | For | For |
| 5.1d | Reelect Barbara Lambert as Director | Mgmt | For | For | For |
| 5.1e | Reelect Judith Bischof as Director | Mgmt | For | For | For |
| 5.1f | Reelect Raymond Cron as Director | Mgmt | For | For | For |
| 5.1g | Reelect Marie-Noelle Zen-Ruffinen as Director | Mgmt | For | For | For |
| 5.2a | Reappoint Marie-Noelle Zen-Ruffinen as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.2b | Reappoint Raymond Cron as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.2c | Reappoint Kyrre Johansen as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.3 | Designate Keller AG as Independent Proxy | Mgmt | For | For | For |
| 5.4 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |

## Implenia AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## Kalmar Corp.

**Meeting Date:** 03/31/2026 **Country:** Finland **Ticker:** KALMAR

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** X4S8SE108

**Shares Voted:** 277

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 1.09 Per Class A Share and EUR 1.10 Per Class B Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of EUR 168,000 for Chair, EUR 100,000 for Vice Chair and EUR 84,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Eight | Mgmt | For | For | For |

## Kalmar Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Reelect Jaakko Eskola (Chair), Lars Engstrom, Marcus Hedblom, Vesa Laisi, Casimir Lindholm (Vice Chair), Sari Pohjonen, and Emilia Torttila-Miettinen as Directors; Elect Carita Himberg as New Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted as incumbent director nominees Jaakko Eskola, Lars Engstrom, Marcus Hedblom, Vesa Laisi, Sari Pohjonen, and Emilia Torttila-Miettinen are on the ballot and there is a lack of diversity on the board.* | | | | |
| 14 | Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 15 | Ratify Ernst & Young as Auditor; Appoint Ernst & Young as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 17 | Approve Issuance of up to 952,000 class A shares and 5.4 Million class B shares without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.* | | | | |
| 18 | Approve Charitable Donations of up to EUR 200,000 | Mgmt | For | For | For |
| 19 | Close Meeting | Mgmt | | | |

## LigaChem Biosciences, Inc.

**Meeting Date:** 03/31/2026 **Country:** South Korea **Ticker:** 141080
**Record Date:** 12/31/2025 **Meeting Type:** Annual
**Primary Security ID:** Y5S30B101

**Shares Voted:** 481

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 2 | Amend Articles of Incorporation | Mgmt | For | For | For |
| 3 | Approve Stock Option Grants | Mgmt | For | For | For |
| 4 | Elect Kwon Yong-su as Inside Director | Mgmt | For | For | For |

## LigaChem Biosciences, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.* | | | | |
| 6 | Authorize Board to Fix Remuneration of Internal Auditor(s) | Mgmt | For | For | For |
| 7 | Approval of the Plan for Holding and Disposition of Treasury Shares | Mgmt | For | For | For |

## mBank SA

**Meeting Date:** 03/31/2026 **Country:** Poland **Ticker:** MBK

**Record Date:** 03/15/2026 **Meeting Type:** Annual

**Primary Security ID:** X521A6104

**Shares Voted:** 767

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chairman | Mgmt | For | For | For |
| 3 | Receive Presentation by CEO, Management Board Report on Company's and Group's Operations, and Standalone and Consolidated Financial Statements | Mgmt | | | |
| 4 | Receive Presentation by Supervisory Board Chairwoman and Supervisory Board Report on Its Activities and Company's Standing | Mgmt | | | |
| 5 | Receive Management Report on Company's and Group's Operations, Financial Statements, and Supervisory Board Report | Mgmt | | | |
| 6 | Receive Consolidated Financial Statements | Mgmt | | | |
| 7.1 | Approve Management Board Report on Company's and Group's Operations | Mgmt | For | For | For |
| 7.2 | Approve Financial Statements | Mgmt | For | For | For |
| 7.3 | Approve Allocation of Income | Mgmt | For | For | For |
| 7.4 | Approve Allocation of Income from Previous Years | Mgmt | For | For | For |

# mBank SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.5 | Approve Discharge of Cezary Kocik (CEO) | Mgmt | For | For | For |
| 7.6 | Approve Discharge of Krzysztof Bratos (Deputy CEO) | Mgmt | For | For | For |
| 7.7 | Approve Discharge of Adam Pers (Deputy CEO) | Mgmt | For | For | For |
| 7.8 | Approve Discharge of Krzysztof Dabrowski (Deputy CEO) | Mgmt | For | For | For |
| 7.9 | Approve Discharge of Marek Lusztyn (Deputy CEO) | Mgmt | For | For | For |
| 7.10 | Approve Discharge of Julia Nusser (Deputy CEO) | Mgmt | For | For | For |
| 7.11 | Approve Discharge of Pascal Ruhland (Deputy CEO) | Mgmt | For | For | For |
| 7.12 | Elect Danuta Dabrowska as Supervisory Board Member | Mgmt | For | For | For |
| 7.13 | Approve Discharge of Agnieszka Slomka-Golebiowska (Supervisory Board Chairwoman) | Mgmt | For | For | For |
| 7.14 | Approve Discharge of Bernhard Spalt (Supervisory Board Deputy Chairman) | Mgmt | For | For | For |
| 7.15 | Approve Discharge of Tomasz Bieske (Supervisory Board Member) | Mgmt | For | For | For |
| 7.16 | Approve Discharge of Miroslaw Godlewski (Supervisory Board Member) | Mgmt | For | For | For |
| 7.17 | Approve Discharge of Aleksandra Gren (Supervisory Board Member) | Mgmt | For | For | For |
| 7.18 | Approve Discharge of Thomas Schaufler (Supervisory Board Member) | Mgmt | For | For | For |
| 7.19 | Approve Discharge of Hans-George Beyer (Supervisory Board Member) | Mgmt | For | For | For |
| 7.20 | Approve Discharge of Sabrina Kensy (Supervisory Board Member) | Mgmt | For | For | For |
| 7.21 | Approve Discharge of Dorota Snarska-Kuman (Supervisory Board Member) | Mgmt | For | For | For |
| 7.22 | Approve Discharge of Aleksandra Sroka-Krzyzak (Supervisory Board Member) | Mgmt | For | For | For |
| 7.23 | Approve Discharge of Carsten Schmitt (Supervisory Board Member) | Mgmt | For | For | For |

## mBank SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.24 | Approve Discharge of Bettina Orlopp (Supervisory Board Member) | Mgmt | For | For | For |
| 7.25 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 7.26 | Amend Statute | Mgmt | For | For | For |
| 7.27 | Approve Supervisory Board Report on Remuneration Policy | Mgmt | For | For | For |
| 7.28 | Approve Policy on Suitability, Appointment and Dismissal of Board Members | Mgmt | For | For | For |
| 7.29 | Approve Assessment of Supervisory Board Suitability | Mgmt | For | For | For |
| 7.30 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: * The targets and level of achievement for the variable remuneration as well as corresponding payouts are not disclosed. As such, the company does not provide sufficient information for the shareholders to assess the alignment between performance and pay, both at the level of enterprise and individual directors. * The exercise price of the warrants, vested in 2025 is set at a significant discount to the market price at the time of granting the warrants, which potentially leads to payment for failure.* | | | | |
| 8 | Close Meeting | Mgmt | | | |

## Mobimo Holding AG

**Meeting Date:** 03/31/2026 **Country:** Switzerland **Ticker:** MOBN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H55058103

**Shares Voted:** 64

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 2.1 | Approve Allocation of Income and Dividends of CHF 5.15 per Share | Mgmt | For | For | For |
| 2.2 | Approve Dividends of CHF 5.10 per Share from Capital Contribution Reserves | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1a | Reelect Lukas Brosi as Director | Mgmt | For | For | For |
| 4.1b | Reelect Sabrina Contratto as Director | Mgmt | For | For | For |
| 4.1c | Reelect Bernadette Koch as Director | Mgmt | For | For | For |

## Mobimo Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.1d | Reelect Stephane Maye as Director | Mgmt | For | For | For |
| 4.1.e | Reelect Martha Scheiber as Director | Mgmt | For | For | For |
| 4.1.f | Elect Sophie Dubuis as Director | Mgmt | For | For | For |
| 4.2 | Elect Markus Schuerch as Director and Board Chair | Mgmt | For | For | For |
| 5.1a | Reappoint Bernadette Koch as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 5.1b | Reappoint Stephane Maye as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 5.1c | Appoint Sophie Dubuis as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 5.2 | Ratify Ernst and Young AG as Auditors | Mgmt | For | For | For |
| 5.3 | Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy | Mgmt | For | For | For |
| 6 | Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million | Mgmt | For | For | For |
| 7.1 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million | Mgmt | For | For | For |
| 7.2 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million | Mgmt | For | For | For |
| 8 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## TIM SA

**Meeting Date:** 03/31/2026 **Country:** Brazil **Ticker:** TIMS3

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** P9153B104

## TIM SA

**Shares Voted:** 59,769

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2025 | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 3 | Approve Classification of Denisio Augusto Liberato Delfino as Independent Director | Mgmt | For | For | For |
| 4 | Ratify Denisio Augusto Liberato Delfino as Independent Director and Camillo Greco as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.* | | | | |
| 5 | Fix Number of Fiscal Council Members at Three | Mgmt | For | For | For |
| 6 | Elect Fiscal Council Members | Mgmt | For | For | For |
| 7 | In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate? | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.* | | | | |
| 8 | Approve Remuneration of Company's Management, Committees' Members, and Fiscal Council | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the figure reported by the company for the total compensation of its highest-paid executive does not appear inclusive of all elements of the executive's pay.* | | | | |

## TIM SA

**Meeting Date:** 03/31/2026
**Country:** Brazil
**Ticker:** TIMS3
**Record Date:**
**Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** P9153B104

## TIM SA

**Shares Voted:** 59,769

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Prolonging of Cooperation and Support Agreement between Telecom Italia S.p.A and TIM S.A. | Mgmt | For | For | For |
| 2 | Amend Article 5 to Reflect Changes in Capital | Mgmt | For | For | For |

## Turkiye Is Bankasi AS

**Meeting Date:** 03/31/2026 **Country:** Turkey **Ticker:** ISCTR.E

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** M8933F115

**Shares Voted:** 254,380

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting and Elect Presiding Council of Meeting | Mgmt | For | For | For |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Accept Sustainability Report | Mgmt | For | For | For |
| 4 | Approve Discharge of Board | Mgmt | For | For | For |
| 5 | Approve Allocation of Income | Mgmt | For | For | For |
| 6 | Approve Director Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.* | | | | |
| 7 | Elect Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.* | | | | |
| 8 | Ratify External Auditors | Mgmt | For | For | For |
| 9 | Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law | Mgmt | For | For | For |
| 10 | Receive Information on Donations Made in 2025 | Mgmt | | | |

## Turkiye Is Bankasi AS

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles | Mgmt | | | |
| 12 | Receive Information on Decarbonization Plan | Mgmt | | | |

## UniCredit SpA

**Meeting Date:** 03/31/2026 **Country:** Italy **Ticker:** UCG

**Record Date:** 03/20/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** T9T23L642

**Shares Voted:** 23,311

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 0010 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 0020 | Approve Allocation of Income | Mgmt | For | For | For |
| 0030 | Approve Elimination of Negative Reserves | Mgmt | For | For | For |
| 0040 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 0050 | Approve Remuneration Policy | Mgmt | For | For | For |
| 0060 | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted due to the CEO's 2025 pay outcome, with realized pay reaching nearly EUR 38 million, largely driven by a share-based deferred portion that benefited from a 30-percent upward discretionary adjustment. Although UniCredit's share price performance is fully recognized, particular concerns are raised with the adjustment. This uplift was enabled by retrospectively adding 2022 social-security contributions on fixed pay, legal end-of-employment indemnities (TFR), and benefits to the base used to determine the "200% of fixed pay" variable-pay opportunity. The board does not provide a compelling rationale for such 30 percent adjustment, especially considering that the estimated pre-adjustment realized value of the deferred portion was already exceeding EUR 20 million. Aggravating this, the 2022 share grant already benefited from a relatively low share-conversion price in the aftermath of Russia's invasion of Ukraine. Concerns are further heightened by the substantial rise in the CEO's maximum pay opportunity in 2025, which had already drawn notable shareholder dissent at the prior AGM.* | | | | |
| 0070 | Approve 2026 Group Incentive System | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 0080 | Authorize Board to Increase Capital to Service the 2020 Group Incentive System | Mgmt | For | For | For |
| 0090 | Authorize Board to Increase Capital to Service the 2021 Group Incentive System | Mgmt | For | For | For |

## UniCredit SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 0100 | Authorize Board to Increase Capital to Service the 2022 Group Incentive System | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted due to the CEO's 2025 pay outcome, with realized pay reaching nearly EUR 38 million, largely driven by a share-based deferred portion that benefited from a 30-percent upward discretionary adjustment. Although UniCredit's share price performance is fully recognized, particular concerns are raised with the adjustment. This uplift was enabled by retrospectively adding 2022 social-security contributions on fixed pay, legal end-of-employment indemnities (TFR), and benefits to the base used to determine the "200% of fixed pay" variable-pay opportunity. The board does not provide a compelling rationale for such 30 percent adjustment, especially considering that the estimated pre-adjustment realized value of the deferred portion was already exceeding EUR 20 million. Aggravating this, the 2022 share grant already benefited from a relatively low share-conversion price in the aftermath of Russia's invasion of Ukraine. Concerns are further heightened by the substantial rise in the CEO's maximum pay opportunity in 2025, which had already drawn notable shareholder dissent at the prior AGM.* | | | | |
| 0110 | Authorize Board to Increase Capital to Service the 2023 Group Incentive System | Mgmt | For | For | For |
| 0120 | Authorize Board to Increase Capital to Service the 2024 Group Incentive System | Mgmt | For | For | For |
| 0130 | Authorize Board to Increase Capital to Service the 2025 Group Incentive System | Mgmt | For | For | For |
| 0140 | Authorize Board to Increase Capital to Service the 2020-2023 LTI Plan | Mgmt | For | For | For |
| 0150 | Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5 | Mgmt | For | For | For |

## Clariant AG

**Meeting Date:** 04/01/2026 **Country:** Switzerland **Ticker:** CLN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H14843165

**Shares Voted:** 1,391

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report (Non-Binding) | Mgmt | For | For | For |
| 1.3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 2 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 3.1 | Approve Allocation of Income | Mgmt | For | For | For |

# Clariant AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.2 | Approve CHF 139.4 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 0.42 per Share | Mgmt | For | For | For |
| 4.1.1 | Reelect Ben van Beurden as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Ben van Beurden, Ahmed Al Umar, and Susanne Wamsler is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 4.1.2 | Reelect Jens Lohmann as Director | Mgmt | For | For | For |
| 4.1.3 | Elect Albert Manifold as Director | Mgmt | For | For | For |
| 4.1.4 | Reelect Thilo Mannhardt as Director | Mgmt | For | For | For |
| 4.1.5 | Reelect Claudia Suessmuth Dyckerhoff as Director | Mgmt | For | For | For |
| 4.1.6 | Reelect Ahmed Al Umar as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Ben van Beurden, Ahmed Al Umar, and Susanne Wamsler is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 4.1.7 | Elect Regula Wallimann as Director | Mgmt | For | For | For |
| 4.1.8 | Reelect Susanne Wamsler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Ben van Beurden, Ahmed Al Umar, and Susanne Wamsler is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 4.2 | Reelect Ben van Beurden as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Ben van Beurden, Ahmed Al Umar, and Susanne Wamsler is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 4.3.1 | Appoint Ben van Beurden as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Ben van Beurden, Ahmed Al Umar, and Susanne Wamsler is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 4.3.2 | Appoint Albert Manifold as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.3.3 | Reappoint Claudia Suessmuth Dyckerhoff as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.3.4 | Appoint Ahmed Al Umar as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Ben van Beurden, Ahmed Al Umar, and Susanne Wamsler is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 4.4 | Designate Balthasar Settelen as Independent Proxy | Mgmt | For | For | For |
| 4.5 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |

## Clariant AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.1 | Approve Remuneration of Directors in the Amount of CHF 3.8 Million | Mgmt | For | For | For |
| 5.2 | Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 17 Million | Mgmt | For | For | For |
| 6.1 | Additional Voting Instructions - Board of Directors Proposals (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |
| 6.2 | Additional Voting Instructions - Shareholder Proposals (Voting) | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |

## Deutsche Telekom AG

**Meeting Date:** 04/01/2026 **Country:** Germany **Ticker:** DTE

**Record Date:** 03/27/2026 **Meeting Type:** Annual

**Primary Security ID:** D2035M136

**Shares Voted:** 5,111

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 1.00 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Ratify Deloitte GmbH as Auditors for Fiscal Year 2026 and for the Review of the Interim Financial Statements for Fiscal Year 2026 and First Quarter of Fiscal Year 2027 | Mgmt | For | For | For |
| 6 | Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |

## Deutsche Telekom AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.a) | Elect Frank Appel to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Frank Appel is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7.b) | Elect Stefan Wintels to the Supervisory Board | Mgmt | For | For | For |
| 7.c) | Elect Thomas Dohmke the Supervisory Board | Mgmt | For | For | For |
| 7.d) | Elect Philipp Herzig the Supervisory Board | Mgmt | For | For | For |
| 8 | Approve Creation of EUR 3.8 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 9 | Approve Remuneration of Supervisory Board | Mgmt | For | For | For |
| 10 | Amend Articles Re: Place of Jurisdiction | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The introduction of a jurisdiction clause may restrict shareholders' ability to bring claims against the company in different jurisdictions and may disadvantage shareholders during disputes. * It is not supported by a compelling rationale, and the company has not disclosed any shareholder outreach process regarding this clause.* | | | | |
| 11 | Approve Remuneration Report | Mgmt | For | For | For |

## Hewlett Packard Enterprise Company

**Meeting Date:** 04/01/2026 **Country:** USA **Ticker:** HPE
**Record Date:** 02/02/2026 **Meeting Type:** Annual
**Primary Security ID:** 42824C109

**Shares Voted:** 27,346

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Robert M. Calderoni | Mgmt | For | For | For |
| 1b | Elect Director Pamela L. Carter | Mgmt | For | For | For |
| 1c | Elect Director Frank A. D'Amelio | Mgmt | For | For | For |
| 1d | Elect Director Regina E. Dugan | Mgmt | For | For | For |
| 1e | Elect Director Jean M. Hobby | Mgmt | For | For | For |
| 1f | Elect Director Raymond J. Lane | Mgmt | For | For | For |
| 1g | Elect Director Ann M. Livermore | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Bethany J. Mayer | Mgmt | For | For | For |

## Hewlett Packard Enterprise Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1i | Elect Director Antonio F. Neri | Mgmt | For | For | For |
| 1j | Elect Director Charles H. Noski | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director Gary M. Reiner | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1l | Elect Director Patricia F. Russo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting* | | | | |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The annual pay program includes certain positive features, as it is largely performance based, and CEO pay and company performance exhibit reasonable alignment. However, concerns are raised regarding a large one-time award provided to NEO Rahim. The disclosed rationale for the award is not considered compelling, and the lack of pre-set performance criteria is problematic particularly in light of the award's substantial magnitude.* | | | | |
| 5 | Report on Cost and Benefits and Relevant Risks of the Company's Charitable Support | SH | Against | Against | Against |

## HUBER+SUHNER AG

**Meeting Date:** 04/01/2026 **Country:** Switzerland **Ticker:** HUBN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H44229187

**Shares Voted:** 70

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 2.00 per Share | Mgmt | For | For | For |
| 3 | Approve Non-Financial Report | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |

# HUBER+SUHNER AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.1 | Reelect Urs Kaufmann as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Marina Bill (Items 5.3 and 6.2), Monika Buetler (Items 5.4 and 6.1), and Beat Kaelin (Items 5.2 and 6.3) are warranted for lack of diversity on the board. Votes AGAINST non-independent nominees Urs Kaufmann (Item 5.1), Monika Buetler (Item 5.4), Beat Kaelin (Item 5.2), Rolf Seiffert (Item 5.6), and Franz Studer (Item 5.7) are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the committee chair, Monika Buetler (Item 6.1), is further warranted due to a continued lack of responsiveness to low support on previous remuneration votes. Votes AGAINST the non-independent nominees, Monika Buetler (Item 6.1) and Beat Kaelin (Item 6.3), are further warranted because of the failure to establish majority independent committees. Votes FOR independent nominees Kerstin Guenther (5.5) and Jeorg Walther (5.8) are warranted due to a lack of concerns. \|* | | | | |
| 5.2 | Reelect Beat Kaelin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Marina Bill (Items 5.3 and 6.2), Monika Buetler (Items 5.4 and 6.1), and Beat Kaelin (Items 5.2 and 6.3) are warranted for lack of diversity on the board. Votes AGAINST non-independent nominees Urs Kaufmann (Item 5.1), Monika Buetler (Item 5.4), Beat Kaelin (Item 5.2), Rolf Seiffert (Item 5.6), and Franz Studer (Item 5.7) are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the committee chair, Monika Buetler (Item 6.1), is further warranted due to a continued lack of responsiveness to low support on previous remuneration votes. Votes AGAINST the non-independent nominees, Monika Buetler (Item 6.1) and Beat Kaelin (Item 6.3), are further warranted because of the failure to establish majority independent committees. Votes FOR independent nominees Kerstin Guenther (5.5) and Jeorg Walther (5.8) are warranted due to a lack of concerns. \|* | | | | |
| 5.3 | Reelect Marina Bill as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Marina Bill (Items 5.3 and 6.2), Monika Buetler (Items 5.4 and 6.1), and Beat Kaelin (Items 5.2 and 6.3) are warranted for lack of diversity on the board. Votes AGAINST non-independent nominees Urs Kaufmann (Item 5.1), Monika Buetler (Item 5.4), Beat Kaelin (Item 5.2), Rolf Seiffert (Item 5.6), and Franz Studer (Item 5.7) are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the committee chair, Monika Buetler (Item 6.1), is further warranted due to a continued lack of responsiveness to low support on previous remuneration votes. Votes AGAINST the non-independent nominees, Monika Buetler (Item 6.1) and Beat Kaelin (Item 6.3), are further warranted because of the failure to establish majority independent committees. Votes FOR independent nominees Kerstin Guenther (5.5) and Jeorg Walther (5.8) are warranted due to a lack of concerns. \|* | | | | |
| 5.4 | Reelect Monika Buetler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Marina Bill (Items 5.3 and 6.2), Monika Buetler (Items 5.4 and 6.1), and Beat Kaelin (Items 5.2 and 6.3) are warranted for lack of diversity on the board. Votes AGAINST non-independent nominees Urs Kaufmann (Item 5.1), Monika Buetler (Item 5.4), Beat Kaelin (Item 5.2), Rolf Seiffert (Item 5.6), and Franz Studer (Item 5.7) are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the committee chair, Monika Buetler (Item 6.1), is further warranted due to a continued lack of responsiveness to low support on previous remuneration votes. Votes AGAINST the non-independent nominees, Monika Buetler (Item 6.1) and Beat Kaelin (Item 6.3), are further warranted because of the failure to establish majority independent committees. Votes FOR independent nominees Kerstin Guenther (5.5) and Jeorg Walther (5.8) are warranted due to a lack of concerns. \|* | | | | |
| 5.5 | Reelect Kerstin Guenther as Director | Mgmt | For | For | For |
| 5.6 | Reelect Rolf Seiffert as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Marina Bill (Items 5.3 and 6.2), Monika Buetler (Items 5.4 and 6.1), and Beat Kaelin (Items 5.2 and 6.3) are warranted for lack of diversity on the board. Votes AGAINST non-independent nominees Urs Kaufmann (Item 5.1), Monika Buetler (Item 5.4), Beat Kaelin (Item 5.2), Rolf Seiffert (Item 5.6), and Franz Studer (Item 5.7) are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the committee chair, Monika Buetler (Item 6.1), is further warranted due to a continued lack of responsiveness to low support on previous remuneration votes. Votes AGAINST the non-independent nominees, Monika Buetler (Item 6.1) and Beat Kaelin (Item 6.3), are further warranted because of the failure to establish majority independent committees. Votes FOR independent nominees Kerstin Guenther (5.5) and Jeorg Walther (5.8) are warranted due to a lack of concerns. \|* | | | | |

# HUBER+SUHNER AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.7 | Reelect Franz Studer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Marina Bill (Items 5.3 and 6.2), Monika Buetler (Items 5.4 and 6.1), and Beat Kaelin (Items 5.2 and 6.3) are warranted for lack of diversity on the board. Votes AGAINST non-independent nominees Urs Kaufmann (Item 5.1), Monika Buetler (Item 5.4), Beat Kaelin (Item 5.2), Rolf Seiffert (Item 5.6), and Franz Studer (Item 5.7) are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the committee chair, Monika Buetler (Item 6.1), is further warranted due to a continued lack of responsiveness to low support on previous remuneration votes. Votes AGAINST the non-independent nominees, Monika Buetler (Item 6.1) and Beat Kaelin (Item 6.3), are further warranted because of the failure to establish majority independent committees. Votes FOR independent nominees Kerstin Guenther (5.5) and Jeorg Walther (5.8) are warranted due to a lack of concerns. \|* | | | | |
| 5.8 | Reelect Joerg Walther as Director | Mgmt | For | For | For |
| 6.1 | Reappoint Monika Buetler as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Marina Bill (Items 5.3 and 6.2), Monika Buetler (Items 5.4 and 6.1), and Beat Kaelin (Items 5.2 and 6.3) are warranted for lack of diversity on the board. Votes AGAINST non-independent nominees Urs Kaufmann (Item 5.1), Monika Buetler (Item 5.4), Beat Kaelin (Item 5.2), Rolf Seiffert (Item 5.6), and Franz Studer (Item 5.7) are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the committee chair, Monika Buetler (Item 6.1), is further warranted due to a continued lack of responsiveness to low support on previous remuneration votes. Votes AGAINST the non-independent nominees, Monika Buetler (Item 6.1) and Beat Kaelin (Item 6.3), are further warranted because of the failure to establish majority independent committees. Votes FOR independent nominees Kerstin Guenther (5.5) and Jeorg Walther (5.8) are warranted due to a lack of concerns. \|* | | | | |
| 6.2 | Reappoint Marina Bill as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Marina Bill (Items 5.3 and 6.2), Monika Buetler (Items 5.4 and 6.1), and Beat Kaelin (Items 5.2 and 6.3) are warranted for lack of diversity on the board. Votes AGAINST non-independent nominees Urs Kaufmann (Item 5.1), Monika Buetler (Item 5.4), Beat Kaelin (Item 5.2), Rolf Seiffert (Item 5.6), and Franz Studer (Item 5.7) are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the committee chair, Monika Buetler (Item 6.1), is further warranted due to a continued lack of responsiveness to low support on previous remuneration votes. Votes AGAINST the non-independent nominees, Monika Buetler (Item 6.1) and Beat Kaelin (Item 6.3), are further warranted because of the failure to establish majority independent committees. Votes FOR independent nominees Kerstin Guenther (5.5) and Jeorg Walther (5.8) are warranted due to a lack of concerns. \|* | | | | |
| 6.3 | Reappoint Beat Kaelin as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Marina Bill (Items 5.3 and 6.2), Monika Buetler (Items 5.4 and 6.1), and Beat Kaelin (Items 5.2 and 6.3) are warranted for lack of diversity on the board. Votes AGAINST non-independent nominees Urs Kaufmann (Item 5.1), Monika Buetler (Item 5.4), Beat Kaelin (Item 5.2), Rolf Seiffert (Item 5.6), and Franz Studer (Item 5.7) are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the committee chair, Monika Buetler (Item 6.1), is further warranted due to a continued lack of responsiveness to low support on previous remuneration votes. Votes AGAINST the non-independent nominees, Monika Buetler (Item 6.1) and Beat Kaelin (Item 6.3), are further warranted because of the failure to establish majority independent committees. Votes FOR independent nominees Kerstin Guenther (5.5) and Jeorg Walther (5.8) are warranted due to a lack of concerns. \|* | | | | |
| 7 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The level of ex-post disclosure provided to explain STI payouts and LTI awards remains inadequate. * LTI awards are subject to a qualitative assessment of performance in the past year by the board, and do not require the achievement of performance conditions thereafter. * Continued low support on prior votes remains unaddressed.* | | | | |
| 8.1 | Approve Fixed Remuneration of Directors in the Amount of CHF 1 Million for the Period from 2026 AGM until 2027 AGM | Mgmt | For | For | For |

## HUBER+SUHNER AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.2 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3 Million for the Period from July 1, 2026 to June 30, 2027 | Mgmt | For | For | For |
| 8.3 | Approve Fixed Remuneration of Directors in the Amount of CHF 1.6 Million for the Period from 2025 AGM until 2026 AGM | Mgmt | For | For | For |
| 8.4 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2025 | Mgmt | For | For | For |
| 9 | Ratify Ernst & Young AG as Auditors | Mgmt | For | For | For |
| 10 | Designate Bratschi AG as Independent Proxy | Mgmt | For | For | For |
| 11 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## Jinko Solar Co., Ltd.

**Meeting Date:** 04/01/2026 **Country:** China **Ticker:** 688223
**Record Date:** 03/26/2026 **Meeting Type:** Special
**Primary Security ID:** Y4S532106

**Shares Voted:** 81,097

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Change in Registered Capital and Amendment of Articles of Association | Mgmt | For | For | For |

## PSP Swiss Property AG

**Meeting Date:** 04/01/2026 **Country:** Switzerland **Ticker:** PSPN
**Record Date:** **Meeting Type:** Annual
**Primary Security ID:** H64687124

**Shares Voted:** 211

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# PSP Swiss Property AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of CHF 3.95 per Share | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5.1 | Reelect Luciano Gabriel as Director | Mgmt | For | For | For |
| 5.2 | Reelect Henrik Saxborn as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Corinne Denzler, Adrian Dudle, and Henrik Saxborn is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5.3 | Reelect Mark Abramson as Director | Mgmt | For | For | For |
| 5.4 | Reelect Corinne Denzler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Corinne Denzler, Adrian Dudle, and Henrik Saxborn is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5.5 | Reelect Adrian Dudle as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Corinne Denzler, Adrian Dudle, and Henrik Saxborn is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5.6 | Reelect Katharina Lichtner as Director | Mgmt | For | For | For |
| 5.7 | Elect Martin Furrer as Director | Mgmt | For | For | For |
| 6 | Reelect Luciano Gabriel as Board Chair | Mgmt | For | For | For |
| 7.1 | Reappoint Henrik Saxborn as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Corinne Denzler, Adrian Dudle, and Henrik Saxborn is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7.2 | Reappoint Corinne Denzler as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Corinne Denzler, Adrian Dudle, and Henrik Saxborn is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7.3 | Reappoint Adrian Dudle as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Corinne Denzler, Adrian Dudle, and Henrik Saxborn is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8 | Approve Remuneration of Directors in the Amount of CHF 1 Million | Mgmt | For | For | For |
| 9 | Approve Remuneration of Executive Committee in the Amount of CHF 4.3 Million | Mgmt | For | For | For |
| 10 | Ratify Ernst & Young AG as Auditors | Mgmt | For | For | For |

## PSP Swiss Property AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Designate Proxy Voting Services GmbH as Independent Proxy | Mgmt | For | For | For |
| 12.1 | Additional Voting Instructions - Board of Directors Proposals (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |
| 12.2 | Additional Voting Instructions - Shareholder Proposals (Voting) | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |

## SES SA

**Meeting Date:** 04/02/2026 **Country:** Luxembourg **Ticker:** SESG

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** L8300G135

**Shares Voted:** 1,936

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Attendance List, Quorum, and Adoption of Agenda | Mgmt | | | |
| 2. | Accept Nomination of One Secretary and Two Meeting Scrutineers | Mgmt | | | |
| 3. | Receive Board's Report | Mgmt | | | |
| 4. | Receive Explanations on Main Developments During FY 2025 and the Outlook | Mgmt | | | |
| 5. | Receive Auditor's Report | Mgmt | | | |
| 6. | Approved Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 7. | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 8. | Approve Allocation of Income and Transfers Between Reserve Accounts | Mgmt | For | For | For |
| 9. | Approve Discharge of Directors | Mgmt | For | For | For |
| 10. | Fix Number of Directors | Mgmt | For | For | For |

## SES SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11. | Approve Co-optation of Joseph Cohen and Determine the Term of Office | Mgmt | For | For | For |
| 12. | Elect Joseph Cohen as Director | Mgmt | For | For | For |
| 13. | Reelect Frank Esser as Director | Mgmt | For | For | For |
| 14. | Reelect Anne-Catherine Ries as Director | Mgmt | For | For | For |
| 15. | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because concerns are noted regarding the substantial CEO long-term incentive opportunity and maximum (up to 555 percent of base salary), and several design features. The proposed changes to the remuneration policy should be considered in light of the company's changed profile as a result of the merger with US-based Intelsat. While the design aims to address the cross-Atlantic pay differences, the overall design and quantum positioning raises concern. Design concerns relate to the absence of malus and clawback provisions, and the ability to grant uncapped buy-out or sign-on awards. Additional concerns relate to limited ex ante disclosure of certain STI targets, the inclusion of a 25 percent time based restricted share component within the annual LTI grant, vesting potential below peer median under the relative TSR design and an open-ended derogation clause.* | | | | |
| 16. | Approve Remuneration of Directors | Mgmt | For | For | For |
| 17. | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the remuneration report is not in line with market practice. In particular, concern is noted that the board exercised its derogation authority under the 2025 remuneration policy to grant the CEO the year-end performance equity award of 504,208 PSUs on 30 December 2025 (230% of base salary). The 2025 policy permits deviations in exceptional circumstances upon board decision, and the company cites the Intelsat acquisition as the basis for this derogation. While considering the changed profile of the company, no further compelling background is provided in support of this ca. EUR 2.7 million additional grant.* | | | | |
| 18. | Approve Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 19. | Approve Share Repurchase | Mgmt | For | For | For |
| 20. | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.* | | | | |

## Contemporary Amperex Technology Co., Ltd.

**Meeting Date:** 04/03/2026 **Country:** China **Ticker:** 3750

**Record Date:** 03/27/2026 **Meeting Type:** Annual

**Primary Security ID:** Y1R48E113

**Shares Voted:** 3,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Annual Report and Its Summary | Mgmt | For | For | For |
| 2 | Approve Work Report of the Board | Mgmt | For | For | For |

# Contemporary Amperex Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Profit Distribution Plan | Mgmt | For | For | For |
| 4 | Authorize Board to Determine the Interim Profit Distribution Plan | Mgmt | For | For | For |
| 5 | Approve Confirmation of the Remuneration of Directors and Remuneration Plan | Mgmt | For | For | For |
| 6 | Approve Proposed Purchase of Liability Insurance for Directors and Senior Management | Mgmt | For | For | For |
| 7 | Approve Grant Thornton (Special General Partnership) as Financial Statement and Internal Control Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 8 | Approve Application to Financial Institutions for Integrated Bank Credit Facilities | Mgmt | For | For | For |
| 9 | Approve Estimated Cap for Provision of Guarantee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted since the company will be taking in a disproportionate amount of risk relative to its ownership stake without compelling justification.* | | | | |
| 10 | Approve Hedging Plans | Mgmt | For | For | For |
| 11 | Approve Entrusted Wealth Management Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could potentially expose the company to unnecessary risks.* | | | | |
| 12 | Approve Proposed Grant of General Mandate to Issue Bonds | Mgmt | For | For | For |
| 13 | Approve Proposed Change in the Use of Proceeds Raised from A shares | Mgmt | For | For | For |
| 14 | Approve Grant of a General Mandate to the Board to Issue Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration. * The company has refreshed the general mandate multiple times in a given year.* | | | | |
| 15 | Approve 2026 A Share Employee Stock Ownership Plan and Its Summary | Mgmt | For | For | For |
| 16 | Approve Administrative Measures for the 2026 A Share Employee Stock Ownership Plan | Mgmt | For | For | For |

## Contemporary Amperex Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Approve Proposed Grant of Full Authority to the Board to Handle All Specific Matters Related to the 2026 A Share Employee Stock Ownership Plan | Mgmt | For | For | For |

## Contemporary Amperex Technology Co., Ltd.

**Meeting Date:** 04/03/2026 **Country:** China **Ticker:** 3750

**Record Date:** 03/27/2026 **Meeting Type:** Annual

**Primary Security ID:** Y1R48E113

**Shares Voted:** 31,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| 1 | Approve Annual Report and Its Summary | Mgmt | For | For | For |
| 2 | Approve Work Report of the Board | Mgmt | For | For | For |
| 3 | Approve Profit Distribution Plan | Mgmt | For | For | For |
| 4 | Authorize Board to Determine the Interim Profit Distribution Plan | Mgmt | For | For | For |
| 5 | Approve Confirmation of the Remuneration of Directors and Remuneration Plan | Mgmt | For | For | For |
| 6 | Approve Proposed Purchase of Liability Insurance for Directors and Senior Management | Mgmt | For | For | For |
| 7 | Approve Grant Thornton (Special General Partnership) as Financial Statement and Internal Control Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 8 | Approve Application to Financial Institutions for Integrated Bank Credit Facilities | Mgmt | For | For | For |
| 9 | Approve Estimated Cap for Provision of Guarantee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted since the company will be taking in a disproportionate amount of risk relative to its ownership stake without compelling justification.* | | | | |
| 10 | Approve Hedging Plans | Mgmt | For | For | For |

## Contemporary Amperex Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Approve Entrusted Wealth Management Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could potentially expose the company to unnecessary risks.* | | | | |
| 12 | Approve Proposed Grant of General Mandate to Issue Bonds | Mgmt | For | For | For |
| 13 | Approve Proposed Change in the Use of Proceeds Raised from A shares | Mgmt | For | For | For |
| 14 | Approve Grant of a General Mandate to the Board to Issue Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration. * The company has refreshed the general mandate multiple times in a given year.* | | | | |
| 15 | Approve 2026 A Share Employee Stock Ownership Plan and Its Summary | Mgmt | For | For | For |
| 16 | Approve Administrative Measures for the 2026 A Share Employee Stock Ownership Plan | Mgmt | For | For | For |
| 17 | Approve Proposed Grant of Full Authority to the Board to Handle All Specific Matters Related to the 2026 A Share Employee Stock Ownership Plan | Mgmt | For | For | For |

## The Cooper Companies, Inc.

**Meeting Date:** 04/07/2026 **Country:** USA **Ticker:** COO

**Record Date:** 02/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 216648501

**Shares Voted:** 961

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Colleen E. Jay | Mgmt | For | For | For |
| 1b | Elect Director Barbara A. Carbone | Mgmt | For | For | For |
| 1c | Elect Director Lawrence E. Kurzius | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## The Cooper Companies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Cynthia L. Lucchese | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Teresa S. Madden | Mgmt | For | For | For |
| 1f | Elect Director Maria Rivas | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Walter M. Rosebrough, Jr. | Mgmt | For | For | For |
| 1h | Elect Director Robert S. Weiss | Mgmt | For | For | For |
| 1i | Elect Director Albert G. White, III | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: The majority of equity awards to the CEO are not tied to performance-contingent pay elements; High CEO pay relative to company performance compared to the company's peers; High CEO pay in relation to company peer group CEO median pay levels; and Excessive differentials between CEO pay and the pay of other named executive officers at the firm.* | | | | |

## Photronics, Inc.

**Meeting Date:** 04/08/2026 **Country:** USA **Ticker:** PLAB
**Record Date:** 02/10/2026 **Meeting Type:** Annual
**Primary Security ID:** 719405102

**Shares Voted:** 418

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Michelle Almeida | Mgmt | For | For | For |
| 1.2 | Elect Director David A. Garcia | Mgmt | For | For | For |
| 1.3 | Elect Director Frank Lee | Mgmt | For | For | For |
| 1.4 | Elect Director Adam Lewis | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Daniel Liao | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Constantine S. Macricostas | Mgmt | For | For | For |
| 1.7 | Elect Director George C. Macricostas | Mgmt | For | For | For |

## Photronics, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.8 | Elect Director Mitchell G. Tyson | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; - The company provides for automatic accelerated vesting of equity awards upon a change in control.*

## Vestas Wind Systems A/S

**Meeting Date:** 04/08/2026 **Country:** Denmark **Ticker:** VWS

**Record Date:** 04/01/2026 **Meeting Type:** Annual

**Primary Security ID:** K9773J201

**Shares Voted:** 71,574

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of DKK 0.74 Per Share | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 5 | Approve Remuneration of Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 6a | Reelect Anders Erik Runevad as Director | Mgmt | For | For | For |
| 6b | Reelect Bruno Stephane Emmanuel Bensasson as Director | Mgmt | For | For | For |
| 6c | Reelect Claudio Facchin as Director | Mgmt | For | For | For |
| 6d | Reelect Eva Merete Sofelde Berneke as Director | Mgmt | For | For | For |
| 6e | Reelect Helle Thorning-Schmidt as Director | Mgmt | For | For | For |
| 6f | Reelect Henriette Hallberg Thygesen as Director | Mgmt | For | For | For |
| 6g | Reelect Karl-Henrik Sundstrom as Director | Mgmt | For | For | For |
| 6h | Reelect Lena Marie Olving as Director | Mgmt | For | For | For |

## Vestas Wind Systems A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.i | Elect Anders Boyer-Sogaard as New Director | Mgmt | For | For | For |
| 7a | Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting | Mgmt | For | For | For |
| 8.1 | Approve DKK 2.9 Million Reduction in Share Capital via Treasury Share Cancellation | Mgmt | For | For | For |
| 8.2 | Change Location of General Meeting to Eastern Denmark | Mgmt | For | For | For |
| 8.3 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 9 | Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities | Mgmt | For | For | For |
| 10 | Other Business | Mgmt | | | |

## Zurich Insurance Group AG

**Meeting Date:** 04/08/2026 **Country:** Switzerland **Ticker:** ZURN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H9870Y105

**Shares Voted:** 1,436

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 1.3 | Approve Sustainability Report (Non-Binding) | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 30.00 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1.a | Reelect Michel Lies as Director and Board Chair | Mgmt | For | For | For |
| 4.1.b | Reelect Joan Amble as Director | Mgmt | For | For | For |
| 4.1.c | Reelect Catherine Bessant as Director | Mgmt | For | For | For |
| 4.1.d | Reelect Michael Halbherr as Director | Mgmt | For | For | For |
| 4.1.e | Reelect Thomas Jordan as Director | Mgmt | For | For | For |

# Zurich Insurance Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.1.f | Reelect Sabine Keller-Busse as Director | Mgmt | For | For | For |
| 4.1.g | Reelect Kishore Mahbubani as Director | Mgmt | For | For | For |
| 4.1.h | Reelect Peter Maurer as Director | Mgmt | For | For | For |
| 4.1.i | Reelect John Rafter as Director | Mgmt | For | For | For |
| 4.1.j | Reelect Jasmin Staiblin as Director | Mgmt | For | For | For |
| 4.1.k | Reelect Barry Stowe as Director | Mgmt | For | For | For |
| 4.1.l | Elect Mary Forrest as Director | Mgmt | For | For | For |
| 4.2.1 | Reappoint Michel Lies as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.2.2 | Reappoint Catherine Bessant as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.2.3 | Reappoint Sabine Keller-Busse as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.2.4 | Reappoint Kishore Mahbubani as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.2.5 | Reappoint Jasmin Staiblin as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.2.6 | Appoint Michael Halbherr as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.3 | Designate Keller AG as Independent Proxy | Mgmt | For | For | For |
| 4.4 | Ratify Ernst & Young AG as Auditors | Mgmt | For | For | For |
| 5.1 | Approve Remuneration of Directors in the Amount of CHF 6 Million | Mgmt | For | For | For |
| 5.2 | Approve Remuneration of Executive Committee in the Amount of CHF 83 Million | Mgmt | For | For | For |
| 6 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

# Aalberts NV

**Meeting Date:** 04/09/2026 **Country:** Netherlands **Ticker:** AALB
**Record Date:** 03/12/2026 **Meeting Type:** Annual
**Primary Security ID:** N00089271

**Shares Voted:** 457

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Receive Report of Management Board (Non-Voting) | Mgmt | | | |
| 2.b. | Receive Auditor's Report (Non-Voting) | Mgmt | | | |
| 3.a. | Approve Remuneration Report | Mgmt | For | For | For |
| 3.b. | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4.a. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 4.b. | Approve Dividends | Mgmt | For | For | For |
| 5.a. | Approve Discharge of Management Board | Mgmt | For | For | For |
| 5.b. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 6.a. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 6.b. | Approve Cancellation of Shares | Mgmt | For | For | For |
| 7. | Approve Remuneration Policy of the Management Board | Mgmt | For | For | For |
| 8. | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital | Mgmt | For | For | For |
| 9. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 10.a. | Ratify EY Accountants B.V. as Auditors | Mgmt | For | For | For |
| 10.b. | Ratify EY Accountants B.V. to Carry Out the Limited Assurance Engagement for the Sustainability Statement for the Financial Year 2027 | Mgmt | For | For | For |
| 11. | Other Business | Mgmt | | | |
| 12. | Close Meeting | Mgmt | | | |

# AstraZeneca PLC

**Meeting Date:** 04/09/2026 **Country:** United Kingdom **Ticker:** AZN

**Record Date:** 04/07/2026 **Meeting Type:** Annual

**Primary Security ID:** G0593M107

**Shares Voted:** 17,292

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Dividends | Mgmt | For | For | For |
| 3 | Appoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 5a | Re-elect Michel Demare as Director | Mgmt | For | For | For |
| 5b | Re-elect Pascal Soriot as Director | Mgmt | For | For | For |
| 5c | Re-elect Aradhana Sarin as Director | Mgmt | For | For | For |
| 5d | Re-elect Philip Broadley as Director | Mgmt | For | For | For |
| 5e | Re-elect Euan Ashley as Director | Mgmt | For | For | For |
| 5f | Re-elect Birgit Conix as Director | Mgmt | For | For | For |
| 5g | Re-elect Rene Haas as Director | Mgmt | For | For | For |
| 5h | Re-elect Karen Knudsen as Director | Mgmt | For | For | For |
| 5i | Re-elect Diana Layfield as Director | Mgmt | For | For | For |
| 5j | Re-elect Anna Manz as Director | Mgmt | For | For | For |
| 5k | Re-elect Sheri McCoy as Director | Mgmt | For | For | For |
| 5l | Re-elect Tony Mok as Director | Mgmt | For | For | For |
| 5m | Re-elect Marcus Wallenberg as Director | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Amend Performance Share Plan | Mgmt | For | For | For |
| 8 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 9 | Authorise Issue of Equity | Mgmt | For | For | For |
| 10 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## AstraZeneca PLC

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 12 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 13 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Emmi AG

**Meeting Date:** 04/09/2026 **Country:** Switzerland **Ticker:** EMMN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H2217C100

**Shares Voted:** 28

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 2 | Approve Discharge of Board of Directors | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of CHF 17.50 per Share | Mgmt | For | For | For |
| 4.1 | Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million | Mgmt | For | For | For |
| 4.2 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million | Mgmt | For | For | For |
| 4.3 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Fixed Compensation (Item 4.2) A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns at this time. Variable Compensation (Item 4.3) A vote AGAINST this item is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. As such, performance achievements underlying the requested amount are unclear. * There is no long-term incentive component that measures performance over a multi-year period and no equity-based component within the framework. * The report does not address low free float support on the prior vote in detail.* | | | | |
| 5.1.1 | Reelect Urs Riedener as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1.1 5.2.1) Votes AGAINST incumbent nominating committee members Urs Riedener, Dominik Buergy, and Thomas Grueter are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted. Committee elections (Items 5.3.1 5.3.3) Votes AGAINST the non-independent committee nominees, Urs Riedener and Thomas Grueter, are warranted due to the failure to establish a majority independent committee. Votes AGAINST Urs Riedener, Dominik Buergy, and Thomas Grueter are further warranted as their election to the board is not warranted.* | | | | |

# Emmi AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.1.2 | Reelect Dominik Buergy as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1.1 5.2.1) Votes AGAINST incumbent nominating committee members Urs Riedener, Dominik Buergy, and Thomas Grueter are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted. Committee elections (Items 5.3.1 5.3.3) Votes AGAINST the non-independent committee nominees, Urs Riedener and Thomas Grueter, are warranted due to the failure to establish a majority independent committee. Votes AGAINST Urs Riedener, Dominik Buergy, and Thomas Grueter are further warranted as their election to the board is not warranted.* | | | | |
| 5.1.3 | Reelect Thomas Grueter as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1.1 5.2.1) Votes AGAINST incumbent nominating committee members Urs Riedener, Dominik Buergy, and Thomas Grueter are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted. Committee elections (Items 5.3.1 5.3.3) Votes AGAINST the non-independent committee nominees, Urs Riedener and Thomas Grueter, are warranted due to the failure to establish a majority independent committee. Votes AGAINST Urs Riedener, Dominik Buergy, and Thomas Grueter are further warranted as their election to the board is not warranted.* | | | | |
| 5.1.4 | Reelect Rebekka Iten as Director | Mgmt | For | For | For |
| 5.1.5 | Reelect Nadja Lang as Director | Mgmt | For | For | For |
| 5.1.6 | Reelect Hubert Muff as Director | Mgmt | For | For | For |
| 5.1.7 | Reelect Christian Troxler as Director | Mgmt | For | For | For |
| 5.1.8 | Reelect Anette Weber as Director | Mgmt | For | For | For |
| 5.2.1 | Elect Alexander Kuehnen as Director | Mgmt | For | For | For |
| 5.3.1 | Reappoint Urs Riedener as Member of the Personnel and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1.1 5.2.1) Votes AGAINST incumbent nominating committee members Urs Riedener, Dominik Buergy, and Thomas Grueter are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted. Committee elections (Items 5.3.1 5.3.3) Votes AGAINST the non-independent committee nominees, Urs Riedener and Thomas Grueter, are warranted due to the failure to establish a majority independent committee. Votes AGAINST Urs Riedener, Dominik Buergy, and Thomas Grueter are further warranted as their election to the board is not warranted.* | | | | |
| 5.3.2 | Reappoint Dominik Buergy as Member of the Personnel and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1.1 5.2.1) Votes AGAINST incumbent nominating committee members Urs Riedener, Dominik Buergy, and Thomas Grueter are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted. Committee elections (Items 5.3.1 5.3.3) Votes AGAINST the non-independent committee nominees, Urs Riedener and Thomas Grueter, are warranted due to the failure to establish a majority independent committee. Votes AGAINST Urs Riedener, Dominik Buergy, and Thomas Grueter are further warranted as their election to the board is not warranted.* | | | | |
| 5.3.3 | Reappoint Thomas Grueter as Member of the Personnel and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1.1 5.2.1) Votes AGAINST incumbent nominating committee members Urs Riedener, Dominik Buergy, and Thomas Grueter are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted. Committee elections (Items 5.3.1 5.3.3) Votes AGAINST the non-independent committee nominees, Urs Riedener and Thomas Grueter, are warranted due to the failure to establish a majority independent committee. Votes AGAINST Urs Riedener, Dominik Buergy, and Thomas Grueter are further warranted as their election to the board is not warranted.* | | | | |

## Emmi AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Ratify KPMG AG as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the audit firm has been engaged for more than 10 years without a public tender process.* | | | | |
| 7 | Designate Pascal Engelberger as Independent Proxy | Mgmt | For | For | For |
| 8 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Ferrovial SE

**Meeting Date:** 04/09/2026 **Country:** Netherlands **Ticker:** FER

**Record Date:** 03/12/2026 **Meeting Type:** Annual

**Primary Security ID:** N3168P101

**Shares Voted:** 38,197

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Receive Report of Management Board (Non-Voting) | Mgmt | | | |
| 2.b. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 2.c. | Approve Remuneration Report | Mgmt | For | For | For |
| 2.d. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3. | Approve Climate Strategy Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST this item is warranted due to the following concerns: * Scope 3 emissions have increased by 1.72 percent YoY (2.86 percent for SBTI-perimeter emissions), which is mainly due to increased steel purchases by the construction businesses (category 1). * The company did not disclose any decarbonization levers to execute its transition plan beyond 2030, which is a common challenge in the company sector. * The details on the capex plan towards its decarbonization plan are insufficient. The company also did not report on its previous target of 80 percent of capex aligned to taxonomic activities by 2025. * The emissions offset role in the deep decarbonization path seems high, yet unclear. * The disclosure of physical risks according to different scenarios is rather limited and the transition risk and opportunities assessment does not present quantitative potential financial effects.* | | | | |
| 4. | Approve Discharge of Directors | Mgmt | For | For | For |
| 5.a. | Reelect Ignacio Madridejos Fernandez as Executive Director | Mgmt | For | For | For |
| 5.b. | Reelect Philip Bowman as Non-Executive Director | Mgmt | For | For | For |

## Ferrovial SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.c. | Reelect Juan Manuel Hoyos Martinez de Irujo as Non-Executive Director | Mgmt | For | For | For |
| 5.d. | Reelect Gonzalo Pedro Urquijo Fernandez De Araoz as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Gonzalo Urquijo y Fernandez de Araoz is warranted for lack of diversity on the board. A vote FOR the other director nominees is warranted.* | | | | |
| 5.e. | Reelect Elisenda Bou-Balust as Non-Executive Director | Mgmt | For | For | For |
| 6. | Approve Performance Share Plan for Executive Directors | Mgmt | For | For | For |
| 7. | Approve Conversion from SE to N.V. and and Amend Articles of Association | Mgmt | For | For | For |
| 8.a. | Grant Board Authority to Issue Shares for General Purposes | Mgmt | For | For | For |
| 8.b. | Grant Board Authority to Issue Shares for Purposes of Scrip Dividends | Mgmt | For | For | For |
| 9.a | Authorize Board to Exclude Preemptive Rights from Share Issuances for General Purposes | Mgmt | For | For | For |
| 9.b. | Authorize Board to Exclude Preemptive Rights from Share Issuances for Purposes of Scrip Dividends | Mgmt | For | For | For |
| 10. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 11. | Approve Cancellation of Shares | Mgmt | For | For | For |
| 12. | Close Meeting | Mgmt | | | |

## Nokia Oyj

**Meeting Date:** 04/09/2026 **Country:** Finland **Ticker:** NOKIA

**Record Date:** 03/26/2026 **Meeting Type:** Annual

**Primary Security ID:** X61873133

**Shares Voted:** 18,422

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |

# Nokia Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 0.14 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 11 | 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 | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Ten | Mgmt | For | For | For |
| 13.1 | Reelect Timo Ahopelto as Director | Mgmt | For | For | For |
| 13.2 | Reelect Elizabeth Crain as Director | Mgmt | For | For | For |
| 13.3 | Reelect Thomas Dannenfeldt as Director | Mgmt | For | For | For |
| 13.4 | Reelect Pernille Erenbjerg as Director | Mgmt | For | For | For |
| 13.5 | Reelect Lisa Hook as Director | Mgmt | For | For | For |
| 13.6 | Reelect Timo Ihamuotila as Director | Mgmt | For | For | For |
| 13.7 | Reelect Mike McNamara as Director | Mgmt | For | For | For |
| 13.8 | Reelect Thomas Saueressig as Director | Mgmt | For | For | For |
| 13.9 | Elect Meredith Whittaker as New Director | Mgmt | For | For | For |
| 13.10 | Reelect Kai Oistamo as Director | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditor | Mgmt | For | For | For |
| 15 | Ratify Deloitte as Auditor | Mgmt | For | For | For |
| 16 | Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 17 | Appoint Deloitte as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 18 | Authorize Share Repurchase Program | Mgmt | For | For | For |

## Nokia Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19 | Approve Issuance of up to 550 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| 20 | Close Meeting | Mgmt | | | |

## Orsted A/S

**Meeting Date:** 04/09/2026 **Country:** Denmark **Ticker:** ORSTED

**Record Date:** 04/02/2026 **Meeting Type:** Annual

**Primary Security ID:** K7653Q105

**Shares Voted:** 43,444

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 4 | Approve Discharge of Management and Board | Mgmt | For | For | For |
| 5 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 6 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 7.1 | Approve Preparation of Materials for General Meetings in English | Mgmt | For | For | For |
| 8.1 | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 8.2 | Reelect Lene Skole (Chair) as Director | Mgmt | For | For | For |
| 8.3 | Reelect Andrew Brown (Vice Chair) as Director | Mgmt | For | For | For |
| 8.4.1 | Reelect Julia King as Director | Mgmt | For | For | For |
| 8.4.2 | Reelect Julian David Waldron as Director | Mgmt | For | For | For |
| 8.4.3 | Elect Karen Boesen as New Director | Mgmt | For | For | For |
| 8.4.4 | Elect Samuel Leupold as New Director | Mgmt | For | For | For |
| 8.4.5 | Elect Karl Johnny Hersvik as New Director | Mgmt | For | For | For |

## Orsted A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Deputy Chair and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 10 | Ratify PricewaterhouseCoopers as Auditor; Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor | Mgmt | For | For | For |
| 11 | Other Business | Mgmt | | | |

## Protector Forsikring ASA

**Meeting Date:** 04/09/2026 **Country:** Norway **Ticker:** PROT

**Record Date:** 03/30/2026 **Meeting Type:** Annual

**Primary Security ID:** R7049B138

**Shares Voted:** 259

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 2 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 3 | Accept Financial Statements and Statutory Reports; Approve Allocation of Income | Mgmt | For | For | For |
| 4.1 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 4.2 | Approve Remuneration Statement | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because of the insufficient disclosure of variable performance criteria.* | | | | |
| 5 | Discuss Company's Corporate Governance Statement | Mgmt | | | |
| 6.1 | Reelect Arve Ree as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominee Arve Ree (Item 6.1) is warranted due to his non-independent status on a board with an insufficient level of overall independence, as well as due to his non-independent status on the remuneration committee combined with insufficient independence of said committee.* | | | | |
| 6.2 | Reelect Jostein Sorvoll as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to the candidate's non-independent status on a board with an insufficient level of overall independence, as well as due to his non-independent status on the remuneration committee combined with insufficient independence of said committee.* | | | | |

## Protector Forsikring ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.3 | Reelect Arve Ree as Vice Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.* | | | | |
| 7.1 | Reelect Andreas Mork (Chair) as Member of Nominating Committee | Mgmt | For | For | For |
| 7.2 | Elect Christoffer Callesen as Member of Nominating Committee | Mgmt | For | For | For |
| 8 | Approve Remuneration of Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 9 | Approve Remuneration of Nominating Committee | Mgmt | For | For | For |
| 10 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 11 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 12 | Approve Creation of NOK 8.25 Million Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 13 | Authorize Board to Raise Subordinated Loans and Other External Debt Financing | Mgmt | For | For | For |
| 14 | Authorize Board to Distribute Dividends | Mgmt | For | For | For |

## Raiffeisen Bank International AG

**Meeting Date:** 04/09/2026 **Country:** Austria **Ticker:** RBI

**Record Date:** 03/30/2026 **Meeting Type:** Annual

**Primary Security ID:** A7111G104

**Shares Voted:** 1,257

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 1.60 Per Share | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |

## Raiffeisen Bank International AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 6.1 | Elect Martin Hauer as Supervisory Board Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the non-independent nominees, Eva Fugger and Martin Hauer, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Eva Fugger and Martin Hauer are further warranted because their board term lengths exceed four years, which falls short of market practice.* | | | | |
| 6.2 | Elect Eva Fugger as Supervisory Board Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the non-independent nominees, Eva Fugger and Martin Hauer, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Eva Fugger and Martin Hauer are further warranted because their board term lengths exceed four years, which falls short of market practice.* | | | | |
| 7 | Ratify Deloitte Audit as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2027 | Mgmt | For | For | For |
| 8 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 9 | Authorize Repurchase of Up to Five Percent of Issued Share Capital for Trading Purposes | Mgmt | For | For | For |

## Royal Bank of Canada

**Meeting Date:** 04/09/2026 **Country:** Canada **Ticker:** RY

**Record Date:** 02/10/2026 **Meeting Type:** Annual

**Primary Security ID:** 780087102

**Shares Voted:** 7,922

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Mirko Bibic | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Mirko Bibic, Andrew Chisholm, Cynthia Devine, Roberta Jamieson, and Maryann Turcke for lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Andrew A. Chisholm | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Mirko Bibic, Andrew Chisholm, Cynthia Devine, Roberta Jamieson, and Maryann Turcke for lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Jacynthe Côté | Mgmt | For | For | For |
| 1.4 | Elect Director Toos N. Daruvala | Mgmt | For | For | For |
| 1.5 | Elect Director Cynthia Devine | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Mirko Bibic, Andrew Chisholm, Cynthia Devine, Roberta Jamieson, and Maryann Turcke for lack of diversity on the board.* | | | | |

# Royal Bank of Canada

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director Roberta L. Jamieson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Mirko Bibic, Andrew Chisholm, Cynthia Devine, Roberta Jamieson, and Maryann Turcke for lack of diversity on the board.* | | | | |
| 1.7 | Elect Director David McKay | Mgmt | For | For | For |
| 1.8 | Elect Director Amanda Norton | Mgmt | For | For | For |
| 1.9 | Elect Director Barry Perry | Mgmt | For | For | For |
| 1.10 | Elect Director Maryann Turcke | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Mirko Bibic, Andrew Chisholm, Cynthia Devine, Roberta Jamieson, and Maryann Turcke for lack of diversity on the board.* | | | | |
| 1.11 | Elect Director Thierry Vandal | Mgmt | For | For | For |
| 1.12 | Elect Director Frank Vettese | Mgmt | For | For | For |
| 1.13 | Elect Director Jeffery Yabuki | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| | Shareholder Proposals | Mgmt | | | |
| 1 | SP 1: Strengthen Shareholder Participation in Annual General Meetings (AGMs) | SH | Against | Against | Against |
| 2 | SP 2: Increase Youth Representation in the Bank's Governing Bodies | SH | Against | Against | Against |
| 3 | SP 3: Adopt Performance-Aligned Compensation Policy | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Adoption of this proposal would provide shareholders with greater transparency whether the bank's executive compensation practices are reasonable and fair and aligned with shareholders' long-term interests.* | | | | |
| 4 | SP 4: Adopt New Skill Diversification Policy | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The benefits of the board, taking into account levels of experience and expertise in social, environmental, and climate change issues can ultimately serve to enhance the board's oversight of ESG-related risks and concerns relevant to the company's business in a way that is not overly burdensome to the company's current strategy.* | | | | |
| 5 | SP 5: Establish a Permanent Advisory Committee on the Systemic Impact of the Bank's Decisions | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted because the establishment of an advisory committee on the bank's overall systemic impact should serve to further strengthen the bank's ability to manage risks and affairs on social and public policy and other related issues.* | | | | |

## Royal Bank of Canada

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | SP 6: Report on Forced Labor and Child Labor in Lending Portfolios | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal is warranted, as additional disclosure on the company's approach to addressing forced labor and child labor in its loan portfolios would enhance investor understanding of how the company is managing risk in the entities that it finances. Additionally, increased transparency in related policies and due diligence could provide assurance to the shareholders of the company's efforts to mitigate said risks.* | | | | |
| 7 | SP 7: Report on AI-Use in High-Level Decision-Making, Risk Assessment and Loan Grants | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as improved transparency and the disclosure of ethical guidelines would provide shareholders with the ability to evaluate the benefits and risks associated with the bank's use of AI.* | | | | |
| 8 | SP 8: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.* | | | | |
| 9 | SP 9: Advisory Vote on Environmental Policies | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change-related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company. It is also highlighted that some shortcomings related to disclosure and targets have been identified. RBC has only set 2030 targets for three sectorial financed emission. Moreover, the bank has not set targets approved by the Science-based Targets Initiative (SBTI). Its financed emissions reported have also not been verified by an independent third party.* | | | | |
| 10 | SP 10: Report on Loans Made by the Bank in Support of the Circular Economy | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information regarding the company's sustainability commitments and management of related risks.* | | | | |
| 11 | SP 11: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements | SH | Against | Against | Against |

## Sandoz Group AG

**Meeting Date:** 04/09/2026 **Country:** Switzerland **Ticker:** SDZ

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H7140B103

**Shares Voted:** 3,071

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Non-Financial Report | Mgmt | For | For | For |

# Sandoz Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Allocation of Income and Dividends of CHF 0.80 per Share | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5.1.a | Reelect Gilbert Ghostine as Director and Board Chair | Mgmt | For | For | For |
| 5.1.b | Reelect Karen Huebscher as Director | Mgmt | For | For | For |
| 5.1.c | Reelect Shamiram Feinglass as Director | Mgmt | For | For | For |
| 5.1.d | Reelect Mathai Mammen as Director | Mgmt | For | For | For |
| 5.1.e | Reelect Graeme Pitkethly as Director | Mgmt | For | For | For |
| 5.1.f | Reelect Michael Rechsteiner as Director | Mgmt | For | For | For |
| 5.1.g | Reelect Urs Riedener as Director | Mgmt | For | For | For |
| 5.1.h | Reelect Aarti Shah as Director | Mgmt | For | For | For |
| 5.1.i | Reelect Ioannis Skoufalos as Director | Mgmt | For | For | For |
| 5.1.j | Reelect Maria Varsellona as Director | Mgmt | For | For | For |
| 5.2.1 | Reappoint Urs Riedener as Member of the Human Capital and ESG Committee | Mgmt | For | For | For |
| 5.2.2 | Reappoint Michael Rechsteiner as Member of the Human Capital and ESG Committee | Mgmt | For | For | For |
| 5.2.3 | Reappoint Aarti Shah as Member of the Human Capital and ESG Committee | Mgmt | For | For | For |
| 5.2.4 | Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee | Mgmt | For | For | For |
| 5.2.5 | Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee | Mgmt | For | For | For |
| 6.1 | Approve Remuneration of Directors in the Amount of CHF 3.5 Million | Mgmt | For | For | For |
| 6.2 | Approve Remuneration of Executive Committee in the Amount of CHF 50 Million | Mgmt | For | For | For |
| 6.3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 7 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |
| 8 | Designate Advoro Zurich AG as Independent Proxy | Mgmt | For | For | For |

## Sandoz Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## Storebrand ASA

**Meeting Date:** 04/09/2026 **Country:** Norway **Ticker:** STB

**Record Date:** 03/30/2026 **Meeting Type:** Annual

**Primary Security ID:** R85746106

**Shares Voted:** 1,884

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting; Registration of Attending Shareholders and Proxies | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 5 | Receive Report on Company's Activities | Mgmt | | | |
| 6 | Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 5.40 Per Share | Mgmt | For | For | For |
| 7 | Discuss Company's Corporate Governance Statement | Mgmt | | | |
| 8 | Approve Remuneration Statement (Advisory Vote) | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 10 | Approve NOK 53.6 Million Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |
| 11.1 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 11.2 | Approve Creation of NOK 212 Million Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 11.3 | Authorize Board to Raise Subordinated Loans | Mgmt | For | For | For |

## Storebrand ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12.1 | Elect Jarle Roth (Chair) as Director | Mgmt | For | For | For |
| 12.2 | Elect Martin Skancke (Vice Chair) as Director | Mgmt | For | For | For |
| 12.3 | Elect Christel Elise Borge as Director | Mgmt | For | For | For |
| 12.4 | Elect Viveka Ekberg as Director | Mgmt | For | For | For |
| 12.5 | Elect Janne Flessum as Director | Mgmt | For | For | For |
| 12.6 | Elect Benjamin Kristoffer Golding as Director | Mgmt | For | For | For |
| 12.7 | Elect Line M. Hestvik as Director | Mgmt | For | For | For |
| 12.8 | Elect Jarle Roth as Board Chair | Mgmt | For | For | For |
| 12.9 | Elect Martin Skancke as Vice Chair | Mgmt | For | For | For |
| 13.1 | Elect Nils Bastiansen as Member of the Nomination Committee | Mgmt | For | For | For |
| 13.2 | Elect Ivar Qvist as Member of the Nomination Committee | Mgmt | For | For | For |
| 13.3 | Elect Liv Monica Stubholt as Member of the Nomination Committee | Mgmt | For | For | For |
| 13.4 | Elect Lars Jansen Viste as Member of the Nomination Committee | Mgmt | For | For | For |
| 13.5 | Elect Nils Bastiansen as Chair of Nominating Committee | Mgmt | For | For | For |
| 14.1 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 14.2 | Approve Remuneration of Board Committees | Mgmt | For | For | For |
| 14.3 | Approve Remuneration of Nominating Committee | Mgmt | For | For | For |
| 15 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 17 | Close Meeting | Mgmt | | | |

## Unicaja Banco SA

**Meeting Date:** 04/09/2026 **Country:** Spain **Ticker:** UNI

**Record Date:** 04/02/2026 **Meeting Type:** Annual

**Primary Security ID:** E92589105

# Unicaja Banco SA

**Shares Voted:** 16,443

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Approve Standalone Financial Statements | Mgmt | For | For | For |
| 1.2 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 3 | Approve Discharge of Board | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 5.1 | Reelect Miguel Gonzalez Moreno as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the elections of NI-NEDs under Items 5.1-5.4 is warranted because the resulting board does not meet the 50 percent independence requirement applicable to Spain-incorporated, non-controlled companies.* | | | | |
| 5.2 | Reelect Jose Ramon Sanchez Serrano as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the elections of NI-NEDs under Items 5.1-5.4 is warranted because the resulting board does not meet the 50 percent independence requirement applicable to Spain-incorporated, non-controlled companies.* | | | | |
| 5.3 | Elect Maria Nieves Garcia Santos as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the elections of NI-NEDs under Items 5.1-5.4 is warranted because the resulting board does not meet the 50 percent independence requirement applicable to Spain-incorporated, non-controlled companies.* | | | | |
| 5.4 | Elect Maria Isabel Martinez Torre-Enciso as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the elections of NI-NEDs under Items 5.1-5.4 is warranted because the resulting board does not meet the 50 percent independence requirement applicable to Spain-incorporated, non-controlled companies.* | | | | |
| 6 | Renew Appointment of KPMG Auditores as Auditor | Mgmt | For | For | For |
| 7.1 | Amend Article 9.2 and Add Article 9 bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format | Mgmt | For | For | For |
| 7.2 | Amend Article 26.1 Re: Risks Committee | Mgmt | For | For | For |
| 7.3 | Repeal Transitional Provision | Mgmt | For | For | For |
| 8 | Amend Articles of General Meeting Regulations | Mgmt | For | For | For |
| 9.1 | Approve Remuneration Policy | Mgmt | For | For | For |
| 9.2 | Approve Annual Maximum Remuneration | Mgmt | For | For | For |
| 9.3 | Approve Grant of Company Shares to Executive Directors under the Variable Remuneration Plan | Mgmt | For | For | For |
| 10 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |

## Unicaja Banco SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## UPM-Kymmene Oyj

**Meeting Date:** 04/09/2026 **Country:** Finland **Ticker:** UPM

**Record Date:** 03/26/2026 **Meeting Type:** Annual

**Primary Security ID:** X9518S108

**Shares Voted:** 30,625

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 1.50 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 12 | Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work | Mgmt | For | For | For |
| 13 | Fix Number of Directors at Nine | Mgmt | For | For | For |

## UPM-Kymmene Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman and Martin à Porta as Directors; Elect Magnus Groth and Piia Karhu as New Directors | Mgmt | For | For | For |
| 15 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 17 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 18 | Appoint Ernst & Young as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 19 | Approve Issuance of up to 25 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| 20 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 21 | Authorize Charitable Donations | Mgmt | For | For | For |
| 22 | Close Meeting | Mgmt | | | |

## Van Lanschot Kempen NV

**Meeting Date:** 04/09/2026 **Country:** Netherlands **Ticker:** VLK

**Record Date:** 03/12/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** N9145V103

**Shares Voted:** 211

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2. | Discussion on Proposal to Return of Capital | Mgmt | | | |
| 3.a. | Amend Articles Re: Raise the Nominal Amount of Each Class A Ordinary Share by EUR 0.80 per Class A Ordinary Share, Charged to the Share Premium Reserve | Mgmt | For | For | For |
| 3.b. | Amend Articles Re: Pay the Amount of EUR 0.80 per Class A Ordinary Shares to the Shareholder | Mgmt | For | For | For |

## Van Lanschot Kempen NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4. | Close Meeting | Mgmt | | | |

## Swiss Re AG

**Meeting Date:** 04/10/2026 **Country:** Switzerland **Ticker:** SREN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H8431B109

**Shares Voted:** 426

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 1.3 | Approve Sustainability Report (Non-Binding) | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of USD 8.00 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board of Directors | Mgmt | For | For | For |
| 4.1.a | Reelect Jacques de Vaucleroy as Director and Board Chair | Mgmt | For | For | For |
| 4.1.b | Reelect Karen Gavan as Director | Mgmt | For | For | For |
| 4.1.c | Reelect Morten Huebbe as Director | Mgmt | For | For | For |
| 4.1.d | Reelect Vanessa Lau as Director | Mgmt | For | For | For |
| 4.1.e | Reelect Geraldine Matchett as Director | Mgmt | For | For | For |
| 4.1.f | Reelect Joachim Oechslin as Director | Mgmt | For | For | For |
| 4.1.g | Reelect Deanna Ong as Director | Mgmt | For | For | For |
| 4.1.h | Reelect George Quinn as Director | Mgmt | For | For | For |
| 4.1.i | Reelect Jay Ralph as Director | Mgmt | For | For | For |
| 4.1.j | Reelect Joerg Reinhardt as Director | Mgmt | For | For | For |
| 4.1.k | Reelect Pia Tischhauser as Director | Mgmt | For | For | For |
| 4.1.l | Elect Jean-Jacques Henchoz as Director | Mgmt | For | For | For |

## Swiss Re AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.2.1 | Reappoint Morten Huebbe as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.2.2 | Reappoint Deanna Ong as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.2.3 | Reappoint Jay Ralph as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.2.4 | Reappoint Joerg Reinhardt as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.3 | Designate Proxy Voting Services GmbH as Independent Proxy | Mgmt | For | For | For |
| 4.4 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |
| 5.1 | Approve Remuneration of Directors in the Amount of CHF 8.6 Million | Mgmt | For | For | For |
| 5.2 | Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 11.9 Million | Mgmt | For | For | For |
| 5.3 | Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 31 Million | Mgmt | For | For | For |
| 6.1 | Approve CHF 1.5 Million Reduction in Share Capital via Reduction of Nominal Value | Mgmt | For | For | For |
| 6.2 | Approve Conversion of Currency of the Share Capital from CHF to USD | Mgmt | For | For | For |
| 7 | Approve Creation of Capital Band within the Upper Limit of USD 48.3 Million and the Lower Limit of USD 34.3 Million with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 8 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## Vicat SA

**Meeting Date:** 04/10/2026 **Country:** France **Ticker:** VCT

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** F18060107

# Vicat SA

**Shares Voted:** 152

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 2 per Share | Mgmt | For | For | For |
| 4 | Approve Discharge of Directors | Mgmt | For | For | For |
| 5 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 6 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.* | | | | |
| 7 | Reelect Jacques Merceron-Vicat as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this reelection is warranted since the director (or shareholder's representative) benefits from the company's distortive voting structure.* | | | | |
| 8 | Approve Remuneration Policy of Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these remuneration policies is warranted as: * The company fails to provide any information on the remuneration of Lukas Epple (Vice-CEO) paid through a subsidiary. * The company proposes an increase in the base salary for Guy Dominique Lois Sidos (CEO) and Didier Petetin (Vice-CEO) but fails to provide enough detail to assess the stringency of the rationale. * The exceptional remuneration cap for both executives increased and the company failed to provide a compelling rationale.* | | | | |
| 9 | Approve Compensation Report of Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: * There is a lack of board responsiveness following shareholders' dissent at the previous AGMs while there have been concerns regarding the remuneration practices over the past FYs. * The scope of employees underlying the methodology of the CEO pay ratio is not representative.* | | | | |
| 10 | Approve Compensation of Guy Sidos, Chairman and CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * CEO received an exceptional payment amounting to EUR 220,000 and the company failed to provide a compelling rationale. * The explanations regarding both the achievement levels of each bonus criterion and the exceptional remuneration are limited.* | | | | |
| 11 | Approve Compensation of Didier Petetin, Vice-CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * The explanations regarding both the achievement levels of each bonus criterion and the exceptional remuneration are limited (Item 11); * Didier Petetin received an exceptional payment amounting to EUR 107,000 and the company failed to provide a compelling rationale (Item 11); * The amount granted under the exceptional payment exceeds the 20 percent cap set out in the 2025 remuneration policy (Item 11); * There is an overall lack of transparency on the compensation paid since Lukas Epple is paid by a subsidiary (Item 12).* | | | | |

## Vicat SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Approve Compensation of Lukas Epple, Vice-CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * The explanations regarding both the achievement levels of each bonus criterion and the exceptional remuneration are limited (Item 11); * Didier Petetin received an exceptional payment amounting to EUR 107,000 and the company failed to provide a compelling rationale (Item 11); * The amount granted under the exceptional payment exceeds the 20 percent cap set out in the 2025 remuneration policy (Item 11); * There is an overall lack of transparency on the compensation paid since Lukas Epple is paid by a subsidiary (Item 12).* | | | | |
| 13 | Appoint RSM France as Auditor Following End of Mandate of KPMG SA | Mgmt | For | For | For |
| 14 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## A. O. Smith Corporation

**Meeting Date:** 04/13/2026 **Country:** USA **Ticker:** AOS

**Record Date:** 02/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 831865209

**Shares Voted:** 4,304

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Ilham Kadri | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Ilham Kadri and Christopher (Chris) Mapes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Christopher L. Mapes | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Ilham Kadri and Christopher (Chris) Mapes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Lois M. Martin | Mgmt | For | For | For |
| 1.4 | Elect Director Aaron W. Saak | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## EDP Renovaveis SA

**Meeting Date:** 04/13/2026 **Country:** Spain **Ticker:** EDPR

**Record Date:** 04/02/2026 **Meeting Type:** Annual

**Primary Security ID:** E3847K101

## EDP Renovaveis SA

**Shares Voted:** 39,876

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Treatment of Net Loss | Mgmt | For | For | For |
| 3 | Approve Scrip Dividends | Mgmt | For | For | For |
| 4 | Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Remuneration Report | Mgmt | For | For | For |
| 5 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 6 | Appraise Management of Company and Approve Vote of Confidence to Board of Directors | Mgmt | For | For | For |
| 7 | Renew Appointment of PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |
| 8 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| | Shareholder Proposal Submitted by EDP SA | Mgmt | | | |
| 9 | Change Company Name to EDP RENEWABLES SA and Amend Articles Accordingly | SH | None | For | For |

*Voting Policy Rationale: A vote FOR this item is warranted, due to a lack of concerns regarding the proposed amendment.*

## Shenzhen Inovance Technology Co., Ltd.

**Meeting Date:** 04/13/2026 **Country:** China **Ticker:** 300124

**Record Date:** 04/07/2026 **Meeting Type:** Special

**Primary Security ID:** Y7744Z101

**Shares Voted:** 11,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Issuance of H Class Shares and Listing in The Stock Exchange of Hong Kong Limited | Mgmt | For | For | For |
| | APPROVE PLAN ON ISSUANCE OF H CLASS SHARES AND LISTING IN THE STOCK EXCHANGE OF HONG KONG LIMITED | Mgmt | | | |

# Shenzhen Inovance Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.1 | Approve Share Type and Par Value | Mgmt | For | For | For |
| 2.2 | Approve Issue Time | Mgmt | For | For | For |
| 2.3 | Approve Issue Manner | Mgmt | For | For | For |
| 2.4 | Approve Issue Size | Mgmt | For | For | For |
| 2.5 | Approve Pricing Method | Mgmt | For | For | For |
| 2.6 | Approve Target Subscribers | Mgmt | For | For | For |
| 2.7 | Approve Issue Principle | Mgmt | For | For | For |
| 2.8 | Approve Listing Location | Mgmt | For | For | For |
| 3 | Approve Conversion to an Overseas Fundraising Company | Mgmt | For | For | For |
| 4 | Approve Authorization of the Board and its Authorized Persons to Handle All Related Matters | Mgmt | For | For | For |
| 5 | Approve Confirmation of Authorization of the Board to Handle All Related Matters | Mgmt | For | For | For |
| 6 | Approve Resolution Validity Period | Mgmt | For | For | For |
| 7 | Approve Usage Plan of Raised Funds | Mgmt | For | For | For |
| 8 | Approve Distribution Arrangement of Cumulative Earnings | Mgmt | For | For | For |
| | APPROVE AMENDMENT OF THE ARTICLES OF ASSOCIATION (DRAFT) AND RELATED RULES OF PROCEDURE (DRAFT) APPLICABLE AFTER THE ISSUANCE AND LISTING OF H SHARES | Mgmt | | | |
| 9.1 | Approve Amendments to Articles of Association (Draft) | Mgmt | For | For | For |
| 9.2 | Amend Rules and Procedures Regarding General Meetings of Shareholders (Draft) | Mgmt | For | For | For |
| 9.3 | Amend Rules and Procedures Regarding Meetings of Board of Directors (Draft) | Mgmt | For | For | For |
| 10 | Elect Wu Xiaoping as Independent Director and Determine the Role of the Company's Directors | Mgmt | For | For | For |
| 11 | Approve to Appoint Auditor for the Issuance and Listing of H-shares | Mgmt | For | For | For |

## Shenzhen Inovance Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Approve Purchase of Liability Insurance for Directors and Senior Management Members and Prospectus Liability Insurance | Mgmt | For | For | For |

## COMET Holding AG

**Meeting Date:** 04/14/2026 **Country:** Switzerland **Ticker:** COTN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H15586151

**Shares Voted:** 52

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 0.50 per Share | Mgmt | For | For | For |
| 3 | Approve Non-Financial Report | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5.1 | Reelect Patrick Jany as Director | Mgmt | For | For | For |
| 5.2 | Reelect Irene Lee as Director | Mgmt | For | For | For |
| 5.3 | Reelect Edeltraud Leibrock as Director | Mgmt | For | For | For |
| 5.4 | Reelect Benjamin Loh as Director | Mgmt | For | For | For |
| 5.5 | Reelect Benjamin Loh as Board Chair | Mgmt | For | For | For |
| 5.6 | Elect Anna Peter as Director | Mgmt | For | For | For |
| 5.7 | Elect Mads Joergensen as Director | Mgmt | For | For | For |
| 6.1 | Reappoint Patrick Jany as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 6.2 | Appoint Anna Peter as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 6.3 | Appoint Benjamin Loh as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 7 | Designate HuetteLAW AG as Independent Proxy | Mgmt | For | For | For |

## COMET Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Ratify Ernst & Young AG as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because of the auditor's excessive tenure.* | | | | |
| 9.1 | Approve Remuneration of Directors in the Amount of CHF 1.1 Million | Mgmt | For | For | For |
| 9.2 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.9 Million | Mgmt | For | For | For |
| 9.3 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 3 Million for Fiscal Year 2027 under the Long-Term Incentive Plan | Mgmt | For | For | For |
| 9.4 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 197,209 for Fiscal Year 2025 under the Short-Term Incentive Plan | Mgmt | For | For | For |
| 9.5 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 9.6 | Approve Creation of Capital Band within the Upper Limit of CHF 9.3 Million and the Lower Limit of CHF 7.4 Million with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 10 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Dometic Group AB

**Meeting Date:** 04/14/2026 **Country:** Sweden **Ticker:** DOM
**Record Date:** 04/02/2026 **Meeting Type:** Annual
**Primary Security ID:** W2R936106

**Shares Voted:** 2,792

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 3 | Approve Agenda of Meeting | Mgmt | For | For | For |

# Dometic Group AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Designate Inspectors of Minutes of Meeting | Mgmt | | | |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Receive President's Report | Mgmt | | | |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8b | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 8c1 | Approve Discharge of Fredrik Cappelen | Mgmt | For | For | For |
| 8c2 | Approve Discharge of Erik Olsson | Mgmt | For | For | For |
| 8c3 | Approve Discharge of Helene Vibbleus | Mgmt | For | For | For |
| 8c4 | Approve Discharge of Jacqueline Hoogerbrugge | Mgmt | For | For | For |
| 8c5 | Approve Discharge of Patrik Frisk | Mgmt | For | For | For |
| 8c6 | Approve Discharge of Mengmeng Du | Mgmt | For | For | For |
| 8c7 | Approve Discharge of Peter Sjolander | Mgmt | For | For | For |
| 8c8 | Approve Discharge of Rainer E. Schmuckle | Mgmt | For | For | For |
| 8c9 | Approve Discharge of Juan Vargues | Mgmt | For | For | For |
| 9 | Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 10.1 | Approve Remuneration of Directors in the Amount of SEK 1.46 Million for Chair and SEK 520,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 10.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 11.1 | Reelect Fredrik Cappelen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Ulf Fredrik Cappelen is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11.2 | Reelect Helene Vibbleus as Director | Mgmt | For | For | For |
| 11.3 | Reelect Jacqueline Hoogerbrugge as Director | Mgmt | For | For | For |

## Dometic Group AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11.4 | Reelect Mengmeng Du as Director | Mgmt | For | For | For |
| 11.5 | Reelect Peter Sjolander as Director | Mgmt | For | For | For |
| 11.6 | Reelect Patrik Frisk as Director | Mgmt | For | For | For |
| 11.7 | Elect Tomas Bergendahl as New Director | Mgmt | For | For | For |
| 11.8 | Elect Marcus Hedblom as New Director | Mgmt | For | For | For |
| 11.9 | Reelect Fredrik Cappelen as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Ulf Fredrik Cappelen is warranted for lack of diversity on the board.* | | | | |
| 12 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 13 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to the use of annual performance assessments within the company's three-year LTIP. Furthermore, continued concern is noted regarding the absence of ex-post disclosure of performance targets for variable remuneration.* | | | | |
| 14 | Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights | Mgmt | For | For | For |

## ING Groep NV

**Meeting Date:** 04/14/2026 **Country:** Netherlands **Ticker:** INGA
**Record Date:** 03/17/2026 **Meeting Type:** Annual
**Primary Security ID:** N4578E595

**Shares Voted:** 29,190

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.A. | Receive Report of Executive Board (Non-Voting) | Mgmt | | | |
| 2.B. | Receive Report of Supervisory Board (Non-Voting) | Mgmt | | | |
| 2.C. | Discussion on Application of the Revised Dutch Corporate Governance Code (2025) | Mgmt | | | |
| 2.D. | Approve Remuneration Report | Mgmt | For | For | For |
| 2.E. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3.A. | Discuss Dividend and Distribution Policy | Mgmt | | | |

## ING Groep NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.B. | Approve Dividends | Mgmt | For | For | For |
| 4.A. | Approve Discharge of Executive Board | Mgmt | For | For | For |
| 4.B. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 5.A. | Amend Remuneration Policy of Executive Board | Mgmt | For | For | For |
| 5.B. | Amend Remuneration of the Supervisory Board | Mgmt | For | For | For |
| 6. | Approve Variable Remuneration Cap for Selected Global Staff | Mgmt | For | For | For |
| 7. | Elect Ida Lerner to Executive Board | Mgmt | For | For | For |
| 8.A. | Grant Board Authority to Issue Shares | Mgmt | For | For | For |
| 8.B. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 9. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 10. | Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9 | Mgmt | For | For | For |
| 11. | Vote Results | Mgmt | | | |

## Moody's Corporation

**Meeting Date:** 04/14/2026 **Country:** USA **Ticker:** MCO

**Record Date:** 02/18/2026 **Meeting Type:** Annual

**Primary Security ID:** 615369105

**Shares Voted:** 1,813

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jorge A. Bermudez | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Sumit Dhawan | Mgmt | For | For | For |
| 1c | Elect Director Therese Esperdy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Robert Fauber | Mgmt | For | For | For |

## Moody's Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Vincent A. Forlenza | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Jose M. Minaya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Lisa P. Sawicki | Mgmt | For | For | For |
| 1h | Elect Director Leslie F. Seidman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Zig Serafin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Bruce Van Saun | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Parsons Corporation

**Meeting Date:** 04/14/2026 **Country:** USA **Ticker:** PSN

**Record Date:** 02/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 70202L102

**Shares Voted:** 1,146

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Carey A. Smith | Mgmt | For | For | For |
| 1.2 | Elect Director Letitia A. Long | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee chair on the ballot, WITHHOLD votes are warranted for incumbent Governance Committee member Letitia (Tish) Long given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Harry T. McMahon | Mgmt | For | For | For |
| 1.4 | Elect Director Robert H. Smith | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Parsons Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## The Bank of New York Mellon Corporation

**Meeting Date:** 04/14/2026 **Country:** USA **Ticker:** BK

**Record Date:** 02/18/2026 **Meeting Type:** Annual

**Primary Security ID:** 064058100

**Shares Voted:** 19,054

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Linda Z. Cook | Mgmt | For | For | For |
| 1b | Elect Director Joseph J. Echevarria | Mgmt | For | For | For |
| 1c | Elect Director M. Amy Gilliland | Mgmt | For | For | For |
| 1d | Elect Director Jeffrey A. Goldstein | Mgmt | For | For | For |
| 1e | Elect Director K. Guru Gowrappan | Mgmt | For | For | For |
| 1f | Elect Director Charles F. Lowrey | Mgmt | For | For | For |
| 1g | Elect Director Sandie O'Connor | Mgmt | For | For | For |
| 1h | Elect Director Elizabeth E. Robinson | Mgmt | For | For | For |
| 1i | Elect Director Rakefet Russak-Aminoach | Mgmt | For | For | For |
| 1j | Elect Director Robin A. Vince | Mgmt | For | For | For |
| 1k | Elect Director Alfred W. "Al" Zollar | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Increased incentive payouts are directionally aligned with strong share price and financial performance, and equity awards utilize a multi-year measurement period with forward-looking goals disclosed. The proxy includes ample rationale disclosure for pay decisions. Nonetheless, there are concerns regarding the incentive payout determination process, including recent changes that appear to increase its discretionary basis. The proxy lacks key disclosures for determining annual bonuses, including no disclosed metric weightings, quantified threshold/target/maximum corporate performance goals, or preset target payout opportunities. Significant concern is also raised by the lack of performance vesting criteria for the CEO's one-time retention equity award, which concern is compounded by the magnitude of the grant value. Given these concerns, a vote AGAINST this proposal is warranted.* | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

# VINCI SA

**Meeting Date:** 04/14/2026 **Country:** France **Ticker:** DG

**Record Date:** 04/06/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F5879X108

**Shares Voted:** 9,854

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 5 per Share | Mgmt | For | For | For |
| 4 | Reelect Xavier Huillard as Director | Mgmt | For | For | For |
| 5 | Reelect Claude Laruelle as Director | Mgmt | For | For | For |
| 6 | Reelect Rene Medori as Director | Mgmt | For | For | For |
| 7 | Ratify Appointment of Frédéric Nougarede as Representative of Employee Shareholders to the Board | Mgmt | For | For | For |
| 8 | Approve Remuneration of Directors in the Aggregate Amount of EUR 1,800,000 | Mgmt | For | For | For |
| 9 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 13 | Approve Compensation Report | Mgmt | For | For | For |
| 14 | Approve Compensation of Xavier Huillard | Mgmt | For | For | For |
| 15 | Approve Compensation of Pierre Anjolras | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 16 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 17 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |

## VINCI SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt | For | For | For |
| 19 | Amend Articles 1, 11.1, 11.3, 11.4, 13, 16 and 17 of Bylaws to Incorporate Legal Changes | Mgmt | For | For | For |
| 20 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Vontobel Holding AG

**Meeting Date:** 04/14/2026 **Country:** Switzerland **Ticker:** VONN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H92070210

**Shares Voted:** 160

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of CHF 3.00 per Share | Mgmt | For | For | For |
| 5.1 | Reelect Andreas Utermann as Director | Mgmt | For | For | For |
| 5.2 | Reelect Maja Baumann as Director | Mgmt | For | For | For |
| 5.3 | Reelect Elisabeth Bourqui as Director | Mgmt | For | For | For |
| 5.4 | Reelect Kristine Braden as Director | Mgmt | For | For | For |
| 5.5 | Reelect David Cole as Director | Mgmt | For | For | For |
| 5.6 | Reelect Annika Falkengren as Director | Mgmt | For | For | For |
| 5.7 | Reelect Stefan Loacker as Director | Mgmt | For | For | For |
| 5.8 | Reelect Mary Pang as Director | Mgmt | For | For | For |
| 5.9 | Reelect Zeno Staub as Director | Mgmt | For | For | For |
| 5.10 | Reelect Bjoern Wettergren as Director | Mgmt | For | For | For |
| 6 | Reelect Andreas Utermann as Board Chair | Mgmt | For | For | For |

## Vontobel Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.1 | Reappoint Annika Falkengren as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 7.2 | Reappoint Stefan Loacker as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 7.3 | Reappoint Andreas Utermann as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 7.4 | Reappoint Bjoern Wettergren as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 8 | Designate VISCHER AG as Independent Proxy | Mgmt | For | For | For |
| 9 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |
| 10.1 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * It remains the case that STI awards are not subject to a payout cap, with outcomes determined via a discretionary governance process. However, improvements to reporting practices in the past year are acknowledged, while the company has also announced a strengthening of the equity-based component from 2026.* | | | | |
| 10.2 | Approve Fixed Remuneration of Directors in the Amount of CHF 5.2 Million | Mgmt | For | For | For |
| 10.3 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million for the Period July 1, 2026 - June 30, 2027 | Mgmt | For | For | For |
| 10.4 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.7 Million for Fiscal Year 2025 | Mgmt | For | For | For |
| 10.5 | Approve Performance Share Awards to the Executive Committee in the Amount of CHF 6 Million | Mgmt | For | For | For |
| 11 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Adecco Group AG

**Meeting Date:** 04/15/2026 **Country:** Switzerland **Ticker:** ADEN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H00392318

# Adecco Group AG

**Shares Voted:** 770

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 1.3 | Approve Non-Financial Report (Non-Binding) | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 1.00 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1 | Approve Remuneration of Directors in the Amount of CHF 5.3 Million | Mgmt | For | For | For |
| 4.2 | Approve Remuneration of Executive Committee in the Amount of CHF 32 Million | Mgmt | For | For | For |
| 5.1.1 | Reelect Jean-Christophe Deslarzes as Director and Board Chair | Mgmt | For | For | For |
| 5.1.2 | Reelect Rachel Duan as Director | Mgmt | For | For | For |
| 5.1.3 | Reelect Martine Ferland as Director | Mgmt | For | For | For |
| 5.1.4 | Reelect Stefano Grassi as Director | Mgmt | For | For | For |
| 5.1.5 | Reelect Sandhya Venugopal as Director | Mgmt | For | For | For |
| 5.1.6 | Reelect Regula Wallimann as Director | Mgmt | For | For | For |
| 5.1.7 | Elect Tobias Knechtle as Director | Mgmt | For | For | For |
| 5.1.8 | Elect Matthias Rebellius as Director | Mgmt | For | For | For |
| 5.1.9 | Elect Jacques Sanche as Director | Mgmt | For | For | For |
| 5.2.1 | Reappoint Rachel Duan as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.2.2 | Reappoint Martine Ferland as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.2.3 | Appoint Jacques Sanche as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.2.4 | Appoint Sandhya Venugopal as Member of the Compensation Committee | Mgmt | For | For | For |

## Adecco Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.3 | Designate Keller AG as Independent Proxy | Mgmt | For | For | For |
| 5.4 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |
| 6 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote this item AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Adobe Inc.

**Meeting Date:** 04/15/2026 **Country:** USA **Ticker:** ADBE

**Record Date:** 02/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 00724F101

**Shares Voted:** 4,818

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Cristiano Amon | Mgmt | For | For | For |
| 1b | Elect Director Amy Banse | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Melanie Boulden | Mgmt | For | For | For |
| 1d | Elect Director Frank Calderoni | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Laura Desmond | Mgmt | For | For | For |
| 1f | Elect Director Shantanu Narayen | Mgmt | For | For | For |
| 1g | Elect Director Spencer Neumann | Mgmt | For | For | For |
| 1h | Elect Director Kathleen Oberg | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Dheeraj Pandey | Mgmt | For | For | For |
| 1j | Elect Director David A. Ricks | Mgmt | For | For | For |
| 1k | Elect Director Daniel Rosensweig | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Adobe Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has not disclosed any short- and long-term E&S performance incentives and the company provides for automatic accelerated vesting of equity awards upon a change in control. Moreover, concerns are raised with respect to the high CEO pay relative to company performance compared to the company's peers and high CEO pay in relation to company peer group CEO median pay levels. The CEO's already relatively large target equity grant value was increased substantially for FY25 with limited rationale disclosed, despite both short- and long-term share price underperformance. Additionally, the number of shares underlying his equity awards also increased substantially compared to the prior year, which insulates from a negative share price trajectory while also risking a windfall opportunity. Lastly, disclosure of the annual bonus payout formula could be improved.* | | | | |
| 5 | Submit Severance Agreement to Shareholder Vote | SH | Against | Against | Against |
| 6 | Disclose a Board Qualifications Matrix, Including Race/Ethnicity Information | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from the requested board qualifications matrix disclosure would enhance the ability of shareholders to make more informed voting decisions on director nominees.* | | | | |
| 7 | Report on Overseeing Risks Related to Discriminating Against Users' Viewpoints | SH | Against | Against | Against |
| 8 | Report on Climate Risk in Retirement Plan Options | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change and could also allow shareholders to better evaluate the company's strategies and management of related risks.* | | | | |

## Banca Monte dei Paschi di Siena SpA

**Meeting Date:** 04/15/2026 **Country:** Italy **Ticker:** BMPS
**Record Date:** 04/02/2026 **Meeting Type:** Annual
**Primary Security ID:** T1188K429

**Shares Voted:** 22,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| | Management Proposals | Mgmt | | | |
| 0010 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 0020 | Approve Allocation of Income and Dividend Distribution | Mgmt | For | For | For |
| 0030 | Approve Fixed-Variable Compensation Ratio | Mgmt | For | For | For |
| 0040 | Approve Remuneration Policy | Mgmt | For | For | For |
| 0050 | Approve Second Section of the Remuneration Report | Mgmt | For | For | For |

# Banca Monte dei Paschi di Siena SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 0060 | Approve Incentive System Based on Financial Instruments | Mgmt | For | For | For |
| 0070 | Fix Number of Directors | Mgmt | For | For | For |
| 0080 | Fix Number of Board Vice Chairman | Mgmt | For | For | For |
| | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 009A | Slate 1 Submitted by Board of Directors | Mgmt | For | For | For |
| 009B | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | Against | Against |
| | *Voting Policy Rationale: Given that shareholders may support only one slate, and considering that the effective contest for control of the board is between Slate 1 and Slate 3, shareholders are advised to vote AGAINST this slate and to concentrate their vote on the slate that will ultimately determine board control.* | | | | |
| 009C | Slate 3 Submitted by PLT Holding Srl and PLT SpA | SH | None | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST. While acknowledging the quality of the candidates' backgrounds on this slate and the validity of certain arguments advanced by its proponent, a complete overhaul of the board at this juncture, together with the reinstatement of the outgoing CEO, does not present a sufficiently compelling case at this stage.* | | | | |
| | IN THE EVENT THAT THE LIST SUBMITTED BY THE BOARD OF DIRECTORS OBTAINS THE HIGHEST NUMBER OF VOTES (INDIVIDUAL VOTING ON EACH CANDIDATE OF THE LIST SUBMITTED BY THE BOARD OF DIRECTORS) | Mgmt | | | |
| 0100 | Elect Nicola Maione as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the re-election of chair Nicola Maione (Item 0100) and nomination committee chair Domenico Lombardi (Item 0150), as the process leading to the board-proposed slate raises material concerns, particularly with respect to transparency, succession planning, and overall accountability. It is also noted that Nicola Maione will reach the independence tenure threshold under the Italian Corporate Governance Code at the end of 2026.* | | | | |
| 0110 | Elect Fabrizio Palermo as Director | Mgmt | For | For | For |
| 0120 | Elect Corrado Passera as Director | Mgmt | For | For | For |
| 0130 | Elect Carlo Vivaldi as Director | Mgmt | For | For | For |
| 0140 | Elect Alessandro Caltagirone as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the remaining six candidates. This recommendation is based on considerations relating to independence (Items 0140 and 0200) as well as the company s own ranking of candidates (Items 0260-0290), which in this case is viewed as an acceptable proxy for its self-assessed optimal board composition. This recommendation should not, however, be interpreted as a negative assessment of the nominees professionalism, qualifications, or individual merits.* | | | | |
| 0150 | Elect Domenico Lombardi as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the re-election of chair Nicola Maione (Item 0100) and nomination committee chair Domenico Lombardi (Item 0150), as the process leading to the board-proposed slate raises material concerns, particularly with respect to transparency, succession planning, and overall accountability. It is also noted that Nicola Maione will reach the independence tenure threshold under the Italian Corporate Governance Code at the end of 2026.* | | | | |
| 0160 | Elect Paolo Testi as Director | Mgmt | For | For | For |

# Banca Monte dei Paschi di Siena SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 0170 | Elect Paolo Boccardelli as Director | Mgmt | For | For | For |
| 0180 | Elect Marcella Panucci as Director | Mgmt | For | For | For |
| 0190 | Elect Francesca Paramico Renzulli as Director | Mgmt | For | For | For |
| 0200 | Elect Elena De Simone as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the remaining six candidates. This recommendation is based on considerations relating to independence (Items 0140 and 0200) as well as the company s own ranking of candidates (Items 0260-0290), which in this case is viewed as an acceptable proxy for its self-assessed optimal board composition. This recommendation should not, however, be interpreted as a negative assessment of the nominees professionalism, qualifications, or individual merits.* | | | | |
| 0210 | Elect Fabiana Massa as Director | Mgmt | For | For | For |
| 0220 | Elect Renato Sala as Director | Mgmt | For | For | For |
| 0230 | Elect Gianluca Brancadoro as Director | Mgmt | For | For | For |
| 0240 | Elect Paola Lucantoni as Director | Mgmt | For | For | For |
| 0250 | Elect Antonella Centra as Director | Mgmt | For | For | For |
| 0260 | Elect Gianmarco Montanari as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the remaining six candidates. This recommendation is based on considerations relating to independence (Items 0140 and 0200) as well as the company s own ranking of candidates (Items 0260-0290), which in this case is viewed as an acceptable proxy for its self-assessed optimal board composition. This recommendation should not, however, be interpreted as a negative assessment of the nominees professionalism, qualifications, or individual merits.* | | | | |
| 0270 | Elect Simonetta Iarlori as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the remaining six candidates. This recommendation is based on considerations relating to independence (Items 0140 and 0200) as well as the company s own ranking of candidates (Items 0260-0290), which in this case is viewed as an acceptable proxy for its self-assessed optimal board composition. This recommendation should not, however, be interpreted as a negative assessment of the nominees professionalism, qualifications, or individual merits.* | | | | |
| 0280 | Elect Francesca Pace as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the remaining six candidates. This recommendation is based on considerations relating to independence (Items 0140 and 0200) as well as the company s own ranking of candidates (Items 0260-0290), which in this case is viewed as an acceptable proxy for its self-assessed optimal board composition. This recommendation should not, however, be interpreted as a negative assessment of the nominees professionalism, qualifications, or individual merits.* | | | | |
| 0290 | Elect Rosa Cipriotti as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the remaining six candidates. This recommendation is based on considerations relating to independence (Items 0140 and 0200) as well as the company s own ranking of candidates (Items 0260-0290), which in this case is viewed as an acceptable proxy for its self-assessed optimal board composition. This recommendation should not, however, be interpreted as a negative assessment of the nominees professionalism, qualifications, or individual merits.* | | | | |
| 0300 | Elect Nicola Maione as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST in line with the vote recommendation on Item 0100.* | | | | |
| 0310 | Elect Board Vice Chairman | Mgmt | For | For | For |
| 0320 | Elect Additional Board Vice Chairman | Mgmt | For | For | For |

## Banca Monte dei Paschi di Siena SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 0330 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 0340 | Approve Remuneration of Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, as the magnitude of the proposed increase and the resulting remuneration appear excessive.* | | | | |
| | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 035A | Slate 1 Submitted by Institutional Investors (Assogestioni) | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because: - Shareholders can support only one slate. - This slate has been proposed by institutional investors, and these nominees could therefore be the best positioned to represent the interests of non-reference shareholders and carry out effective oversight of the management's behavior. - Candidates on this slate have agreed to abide by the chart of corporate governance principles adopted by Assogestioni. With respect to the second proposed candidate, Giulia Emilia Caja, it is noted that the information contained in her resume suggests the existence of certain professional links between Mediobanca (now part of the MPS group), the company, and her role at KPMG Advisory. However, the nature of these relationships and their timing over the course of her approximately 25-year career at KPMG are not clearly specified.* | | | | |
| 035B | Slate 2 Submitted by VM 2006 Srl | SH | None | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: - Shareholders can support only one slate. - Slate 1 is likely to better represent the interests of global institutional investors and non-reference shareholders.* | | | | |
| 035C | Slate 3 Submitted by PLT Holding Srl and PLT SpA | SH | None | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: - Shareholders can support only one slate. - Slate 1 is likely to better represent the interests of global institutional investors and non-reference shareholders.* | | | | |
| 0360 | Approve Internal Auditors' Remuneration | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by Bluebell Partners | Mgmt | | | |
| A1 | Deliberations on Possible Legal Action Against Nicola Maione | SH | None | Against | Against |
| | *Voting Policy Rationale: These items warrant a vote AGAINST, given that, on the basis of the information currently available, no sufficient grounds appear to exist at this stage for initiating a liability action against Maione and Lovaglio.* | | | | |
| A2 | Deliberations on Possible Legal Action Against Luigi Lovaglio | SH | None | Against | Against |
| | *Voting Policy Rationale: These items warrant a vote AGAINST, given that, on the basis of the information currently available, no sufficient grounds appear to exist at this stage for initiating a liability action against Maione and Lovaglio.* | | | | |

## Bank of Montreal

**Meeting Date:** 04/15/2026 **Country:** Canada **Ticker:** BMO

**Record Date:** 02/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 063671101

# Bank of Montreal

**Shares Voted:** 1,741

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director George A. Cope | Mgmt | For | For | For |
| 1.2 | Elect Director Janice M. Babiak | Mgmt | For | For | For |
| 1.3 | Elect Director Craig W. Broderick | Mgmt | For | For | For |
| 1.4 | Elect Director Tammy L. Brown | Mgmt | For | For | For |
| 1.5 | Elect Director Hazel Claxton | Mgmt | For | For | For |
| 1.6 | Elect Director Diane L. Cooper | Mgmt | For | For | For |
| 1.7 | Elect Director Stephen Dent | Mgmt | For | For | For |
| 1.8 | Elect Director Martin S. Eichenbaum | Mgmt | For | For | For |
| 1.9 | Elect Director David E. Harquail | Mgmt | For | For | For |
| 1.10 | Elect Director Eric R. La Flèche | Mgmt | For | For | For |
| 1.11 | Elect Director Brian McManus | Mgmt | For | For | For |
| 1.12 | Elect Director Lorraine Mitchelmore | Mgmt | For | For | For |
| 1.13 | Elect Director Madhu Ranganathan | Mgmt | For | For | For |
| 1.14 | Elect Director Darryl White | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| | Shareholder Proposals | Mgmt | | | |
| 1 | SP 1: Strengthen Shareholder Participation in Annual General Meetings (AGMs) | SH | Against | Against | Against |
| 2 | SP 2: Increase Youth Representation in the Bank's Governing Bodies | SH | Against | Against | Against |
| 3 | SP 3: Adopt Performance-Aligned Compensation Policy | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Adoption of this proposal would provide shareholders with greater transparency whether the bank's executive compensation practices are reasonable, fair, and aligned with shareholders' long-term interests.* | | | | |
| 4 | SP 4: Adopt New Skill Diversification Policy | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The benefits of the board, taking into account levels of experience and expertise in social, environmental, and climate change issues can ultimately serve to enhance the board's oversight of ESG-related risks and concerns relevant to the company's business in a way that is not overly burdensome to the company's current strategy.* | | | | |

## Bank of Montreal

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | SP 5: Establish a Permanent Advisory Committee on the Systemic Impact of the Bank's Decisions | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted because the establishment of an advisory committee on the bank's overall systemic impact should serve to further strengthen the bank's ability to manage risks and affairs on social and public policy and other related issues.* | | | | |
| 6 | SP 6: Report on AI-Use in High-Level Decision-Making, Risk Assessment and Loan Grants | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as improved transparency and the disclosure of ethical guidelines would provide shareholders with the ability to evaluate the benefits and risks associated with the bank's use of AI.* | | | | |
| 7 | SP 7: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.* | | | | |
| 8 | SP 8: Advisory Vote on Environmental Policies | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks, and it would allow shareholders to express their opinions on the climate risk management practices of the company. Some shortcomings related to disclosure and targets are also highlighted. The bank does not explicitly commit to net-zero in its latest climate-related disclosure. Moreover, the bank has only two net-zero aligned sectorial financed emission targets for 2030 until now. It has also not committed to receive validation of its GHG emission reduction targets by an independent third party such as SBTi.* | | | | |

## Carrier Global Corporation

**Meeting Date:** 04/15/2026 **Country:** USA **Ticker:** CARR

**Record Date:** 02/19/2026 **Meeting Type:** Annual

**Primary Security ID:** 14448C104

**Shares Voted:** 2,429

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jean-Pierre Garnier | Mgmt | For | For | For |
| 1b | Elect Director David L. Gitlin | Mgmt | For | For | For |
| 1c | Elect Director John J. Greisch | Mgmt | For | For | For |
| 1d | Elect Director Charles M. Holley, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Michael M. McNamara | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Carrier Global Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director Amy E. Miles | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Susan N. Story | Mgmt | For | For | For |
| 1h | Elect Director Michael A. Todman | Mgmt | For | For | For |
| 1i | Elect Director Max Viessmann | Mgmt | For | For | For |
| 1j | Elect Director Virginia M. Wilson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.* | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Ferrari NV

**Meeting Date:** 04/15/2026 **Country:** Netherlands **Ticker:** RACE

**Record Date:** 03/18/2026 **Meeting Type:** Annual

**Primary Security ID:** N3167Y103

**Shares Voted:** 449

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Receive Board Report (Non-Voting) | Mgmt | | | |
| 2.b. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 2.c. | Approve Remuneration Report | Mgmt | For | For | For |
| 2.d. | Adopt Financial Statements | Mgmt | For | For | For |
| 2.e. | Approve Dividends | Mgmt | For | For | For |
| 2.f. | Approve Discharge of Directors | Mgmt | For | For | For |

# Ferrari NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.a. | Reelect John Elkann as Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Delphine Arnault, Eduardo (Eddy) Cue, and John Elkann is warranted for lack of diversity on the board. A vote AGAINST nominee John Elkann is further warranted as the nominee is considered to be overboarded. A vote AGAINST nominees John Elkann and Piero Ferrari is also warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining nominees is warranted.* | | | | |
| 3.b. | Reelect Benedetto Vigna as Executive Director | Mgmt | For | For | For |
| 3.c. | Reelect Piero Ferrari as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Delphine Arnault, Eduardo (Eddy) Cue, and John Elkann is warranted for lack of diversity on the board. A vote AGAINST nominee John Elkann is further warranted as the nominee is considered to be overboarded. A vote AGAINST nominees John Elkann and Piero Ferrari is also warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining nominees is warranted.* | | | | |
| 3.d. | Reelect Delphine Arnault as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Delphine Arnault, Eduardo (Eddy) Cue, and John Elkann is warranted for lack of diversity on the board. A vote AGAINST nominee John Elkann is further warranted as the nominee is considered to be overboarded. A vote AGAINST nominees John Elkann and Piero Ferrari is also warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining nominees is warranted.* | | | | |
| 3.e. | Reelect Francesca Bellettini as Non-Executive Director | Mgmt | For | For | For |
| 3.f. | Reelect Eduardo H. Cue as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Delphine Arnault, Eduardo (Eddy) Cue, and John Elkann is warranted for lack of diversity on the board. A vote AGAINST nominee John Elkann is further warranted as the nominee is considered to be overboarded. A vote AGAINST nominees John Elkann and Piero Ferrari is also warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining nominees is warranted.* | | | | |
| 3.g. | Reelect Sergio Duca as Non-Executive Director | Mgmt | For | For | For |
| 3.h. | Reelect John Galantic as Non-Executive Director | Mgmt | For | For | For |
| 3.i. | Reelect Maria Patrizia Grieco as Non-Executive Director | Mgmt | For | For | For |
| 3.j. | Reelect Michelangelo Volpi as Non-Executive Director | Mgmt | For | For | For |
| 3.k. | Reelect Tommaso Ghidini as Non-Executive Director | Mgmt | For | For | For |
| 4.1. | Grant Board Authority to Issue Shares | Mgmt | For | For | For |
| 4.2. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 5. | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 6. | Approve Cancellation of Common Shares and Special Voting Shares | Mgmt | For | For | For |
| 7.1. | Appoint Deloitte Accountants B.V. as Auditor | Mgmt | For | For | For |

## Ferrari NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.2. | Appoint Deloitte Accountants B.V. as Sustainability Assurance Provider | Mgmt | For | For | For |
| 8. | Approve Awards to Executive Director | Mgmt | For | For | For |
| 9. | Close Meeting | Mgmt | | | |

## Geberit AG

**Meeting Date:** 04/15/2026 **Country:** Switzerland **Ticker:** GEBN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H2942E124

**Shares Voted:** 222

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 12.90 per Share | Mgmt | For | For | For |
| 3 | Approve Sustainability Report | Mgmt | For | For | For |
| 4 | Approve Discharge of Board of Directors | Mgmt | For | For | For |
| 5.1.1 | Reelect Albert Baehny as Director and Board Chair | Mgmt | For | For | For |
| 5.1.2 | Reelect Thomas Bachmann as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Thomas Bachmann, Werner Karlen, and Eunice Zehnder-Lai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5.1.3 | Reelect Felix Ehrat as Director | Mgmt | For | For | For |
| 5.1.4 | Reelect Werner Karlen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Thomas Bachmann, Werner Karlen, and Eunice Zehnder-Lai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5.1.5 | Reelect Bernadette Koch as Director | Mgmt | For | For | For |
| 5.1.6 | Reelect Eunice Zehnder-Lai as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Thomas Bachmann, Werner Karlen, and Eunice Zehnder-Lai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5.2.1 | Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Thomas Bachmann, Werner Karlen, and Eunice Zehnder-Lai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

## Geberit AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.2.2 | Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Thomas Bachmann, Werner Karlen, and Eunice Zehnder-Lai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5.2.3 | Reappoint Werner Karlen as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Thomas Bachmann, Werner Karlen, and Eunice Zehnder-Lai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6 | Designate Roger Mueller as Independent Proxy | Mgmt | For | For | For |
| 7 | Ratify Ernst & Young AG as Auditors | Mgmt | For | For | For |
| 8.1 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 8.2 | Approve Remuneration of Directors in the Amount of CHF 2.4 Million | Mgmt | For | For | For |
| 8.3 | Approve Remuneration of Executive Committee in the Amount of CHF 13.9 Million | Mgmt | For | For | For |
| 9 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Georg Fischer AG

**Meeting Date:** 04/15/2026 **Country:** Switzerland **Ticker:** GF

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H26091274

**Shares Voted:** 360

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Sustainability Report | Mgmt | For | For | For |
| 1.3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 1.35 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4 | Amend Corporate Purpose | Mgmt | For | For | For |

## Georg Fischer AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.1 | Reelect Peter Hackel as Director | Mgmt | For | For | For |
| 5.2 | Reelect Annika Paasikivi as Director | Mgmt | For | For | For |
| 5.3 | Reelect Stefan Raebsamen as Director | Mgmt | For | For | For |
| 5.4 | Reelect Eveline Saupper as Director | Mgmt | For | For | For |
| 5.5 | Reelect Ayano Senaha as Director | Mgmt | For | For | For |
| 5.6 | Reelect Yves Serra as Director | Mgmt | For | For | For |
| 5.7 | Reelect Michelle Wen as Director | Mgmt | For | For | For |
| 5.8 | Elect Ton Buechner as Director | Mgmt | For | For | For |
| 5.9 | Elect Christopher Guerin as Director | Mgmt | For | For | For |
| 6.1 | Reelect Yves Serra as Board Chair | Mgmt | For | For | For |
| 6.2.1 | Reappoint Annika Paasikivi as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.2.2 | Reappoint Eveline Saupper as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.2.3 | Reappoint Michelle Wen as Member of the Compensation Committee | Mgmt | For | For | For |
| 7 | Approve Remuneration of Directors in the Amount of CHF 3.9 Million | Mgmt | For | For | For |
| 8 | Approve Remuneration of Executive Committee in the Amount of CHF 10.3 Million | Mgmt | For | For | For |
| 9 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |
| 10 | Designate Christoph Vaucher as Independent Proxy | Mgmt | For | For | For |
| 11 | Transact Other Business (Voting) | Mgmt | Against | Against | Against |

## Motiva Infraestrutura de Mobilidade SA

**Meeting Date:** 04/15/2026 **Country:** Brazil **Ticker:** MOTV3

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** P6S8NQ100

## Motiva Infraestrutura de Mobilidade SA

**Shares Voted:** 86,394

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2025 | Mgmt | For | For | For |
| 2 | Approve Capital Budget | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 4 | Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law? | Mgmt | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted because: - The installation of a fiscal council could potentially improve the company's governance and bring greater corporate oversight; and - The company has disclosed fiscal council nominees.* | | | | |
| 5 | Elect Fiscal Council Members | Mgmt | For | For | For |
| 6 | In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate? | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.* | | | | |
| 7 | Approve Remuneration of Company's Management | Mgmt | For | For | For |
| 8 | Approve Remuneration of Fiscal Council Members | Mgmt | For | For | For |

## Motiva Infraestrutura de Mobilidade SA

**Meeting Date:** 04/15/2026
**Country:** Brazil
**Ticker:** MOTV3
**Record Date:**
**Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** P6S8NQ100

**Shares Voted:** 86,394

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Article 17 Re: Items (ii), (xxix), and (xxxi) | Mgmt | For | For | For |
| 2 | Amend Article 17 Re: Item (xix) | Mgmt | For | For | For |
| 3 | Consolidate Bylaws | Mgmt | For | For | For |

# Proximus SA

**Meeting Date:** 04/15/2026 **Country:** Belgium **Ticker:** PROX
**Record Date:** 04/01/2026 **Meeting Type:** Annual
**Primary Security ID:** B6951K109

**Shares Voted:** 1,298

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 3 | Receive Information Provided by the Joint Committee | Mgmt | | | |
| 4 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 5 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.30 per Share | Mgmt | For | For | For |
| 6 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * The policy includes a retroactive one-time CEO share award (awarded in 2024) without it being accompanied by a compelling justification; and * Continued concern on absence of clear disclosure of performance KPIs, which is further exacerbated by the poor disclosure in the remuneration report. * The policy allows for the granting of uncapped exceptional awards.* | | | | |
| 7 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because the remuneration report is below par in relation to market standards, particularly with regard to: * Disclosure of targets, thresholds and levels of achievement of the metrics under the STIP and LTIP and the lack of information regarding the vested awards under the LTIP plan. * Lagging disclosure regarding 2025 performance for STIP and LTIP. * Significant sign-on award with no compelling rationale. New CEO Stijn Bijnens is awarded a sign-on award of EUR 250,000 and an equity-based sign-on award of EUR 248,852 not linked to performance conditions and with unclear vesting period. The company states this award compensates for the new CEO's forfeiture of his LTIP at his previous company, but the lack of rationale does not allow shareholders to assess the grounds of this award. The exact amount of award granted to interim CEOs (executives of the leadership team) was not disclosed, making it difficult for shareholders to assess the pay and performance alignment.* | | | | |
| 8 | Approve Discharge of Directors | Mgmt | For | For | For |
| 9 | Approve Special Discharge of Karel De Gucht, Ibrahim Ouassari and Guillaume Boutin, as Directors | Mgmt | For | For | For |
| 10 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 11 | Approve Special Discharge of Koen Neijens, Representative of Deloitte, as Member of the Board of Auditors | Mgmt | For | For | For |
| 12 | Approve Discharge of Deloitte, Represented by Fabio De Clercq and Luc Callaert BV, Represented by Luc Callaert, as Auditors | Mgmt | For | For | For |

## Proximus SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Approve Special Discharge of Koen Neijens, Representative of Deloitte, as Auditor of the Consolidated Accounts of the Proximus Group | Mgmt | For | For | For |
| 14 | Approve Co-optation of Stijn Bijnens as Director | Mgmt | For | For | For |
| 15a | Elect Stefaan Cécile Coune as Director | Mgmt | For | For | For |
| 15b | Elect Francis De Meyere as Director | Mgmt | For | For | For |
| 15c | Elect Eric Domb as Director | Mgmt | For | For | For |
| 15d | Reelect Béatrice de Mahieu as Director | Mgmt | For | For | For |
| 15e | Reelect Audrey Hanard as Director or Appoint Alternative Candidates Nominated by the SFPIM as Board Members | Mgmt | For | For | For |
| 16 | Elect Emmanuèle Attout as Independent Director | Mgmt | For | For | For |
| 17 | Elect Pierre Winand as Independent Director | Mgmt | For | For | For |
| 18 | Transact Other Business | Mgmt | | | |

## Proximus SA

**Meeting Date:** 04/15/2026
**Country:** Belgium
**Ticker:** PROX
**Record Date:** 04/01/2026
**Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** B6951K109

**Shares Voted:** 1,298

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Shareholders' Meeting Agenda | Mgmt | | | |
| 1 | Renew Authorization to Increase Share Capital within the Framework of Authorized Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the potential increase without preemptive rights of 20 percent of the issued capital is excessive and not in the interest of shareholders.* | | | | |
| 2 | Authorize Repurchase of Issued Share Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed authorization would be for an excessive volume (95.51 percent).* | | | | |
| 3 | Amend Articles Re: Formalities for Convening the General Meeting | Mgmt | For | For | For |

## Proximus SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |

## ROCKWOOL A/S

**Meeting Date:** 04/15/2026 **Country:** Denmark **Ticker:** ROCK.B

**Record Date:** 04/08/2026 **Meeting Type:** Annual

**Primary Security ID:** K8254S250

**Shares Voted:** 12,780

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Receive Annual Report and Auditor's Report | Mgmt | | | |
| 3 | Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because of the time-based long-term incentive plan. Further concerns are noted regarding the lack of disclosure regarding the short-term incentive plan.* | | | | |
| 5 | Approve Remuneration of Directors for 2026/2027 in the Amount of DKK 1.4 Million for Chair, DKK 940,000 for Vice Chair, and DKK 470,000 for Other Directors | Mgmt | For | For | For |
| 6 | Approve Allocation of Income and Dividends of DKK 4.15 Per Share | Mgmt | For | For | For |
| 7.1 | Reelect Ilse Irene Henne as Director | Mgmt | For | For | For |
| 7.2 | Reelect Rebekka Glasser Herlofsen as Director | Mgmt | For | For | For |
| 7.3 | Reelect Carsten Kahler as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Thomas Kahler and Jorgen Tang-Jensen is warranted for lack of diversity on the board. An ABSTAIN vote for candidates Carsten Kahler and Thomas Kahler is warranted due to the nominees being representatives of the shareholder primarily benefitting from the company's unequal voting rights share structure. A vote FOR the remaining nominees is warranted.* | | | | |

## ROCKWOOL A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.4 | Reelect Thomas Kahler (Chair) as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Thomas Kahler and Jorgen Tang-Jensen is warranted for lack of diversity on the board. An ABSTAIN vote for candidates Carsten Kahler and Thomas Kahler is warranted due to the nominees being representatives of the shareholder primarily benefitting from the company's unequal voting rights share structure. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.5 | Reelect Jorgen Tang-Jensen (Deputy Chair) as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Thomas Kahler and Jorgen Tang-Jensen is warranted for lack of diversity on the board. An ABSTAIN vote for candidates Carsten Kahler and Thomas Kahler is warranted due to the nominees being representatives of the shareholder primarily benefitting from the company's unequal voting rights share structure. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.6 | Reelect Claes Westerlind as Director | Mgmt | For | For | For |
| 8 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 9a | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 9b | Approve Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |
| 10 | Other Business | Mgmt | | | |

## Santander Bank Polska SA

**Meeting Date:** 04/15/2026 **Country:** Poland **Ticker:** SPL

**Record Date:** 03/30/2026 **Meeting Type:** Annual

**Primary Security ID:** X0646L107

**Shares Voted:** 1,139

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chair | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Approve Financial Statements | Mgmt | For | For | For |
| 6 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 7 | Approve Management Board Report on Company's and Group's Operations, and Consolidated Sustainability Report | Mgmt | For | For | For |

# Santander Bank Polska SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve Allocation of Income and Dividends of PLN 49.98 per Share | Mgmt | For | For | For |
| 9.1 | Approve Discharge of Michal Gajewski (CEO) | Mgmt | For | For | For |
| 9.2 | Approve Discharge of Andrzej Burliga (Deputy CEO) | Mgmt | For | For | For |
| 9.3 | Approve Discharge of Lech Galkowski (Deputy CEO) | Mgmt | For | For | For |
| 9.4 | Approve Discharge of Artur Glembocki (Deputy CEO) | Mgmt | For | For | For |
| 9.5 | Approve Discharge of Juan de Porras Aguirre (Deputy CEO) | Mgmt | For | For | For |
| 9.6 | Approve Discharge of Magdalena Proga-Stepien (Deputy CEO) | Mgmt | For | For | For |
| 9.7 | Approve Discharge of Maciej Reluga (Deputy CEO) | Mgmt | For | For | For |
| 9.8 | Approve Discharge of Wojciech Skalski (Management Board Member) | Mgmt | For | For | For |
| 9.9 | Approve Discharge of Dorota Strojkowska (Management Board Member) | Mgmt | For | For | For |
| 9.10 | Approve Discharge of Magdalena Szwarc-Bakula (Management Board Member) | Mgmt | For | For | For |
| 10 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * The company does not disclose the definitive KPIs, targets, thresholds, and the corresponding levels of achievement for the variable remuneration; and * The company does not provide any rationale for significant increases in the base salaries of several executives.* | | | | |
| 11 | Approve Supervisory Board Reports and Remuneration Policy Assessment | Mgmt | For | For | For |
| 12 | Amend Policy on Suitability Assessment of Supervisory Board Members | Mgmt | For | For | For |
| 13 | Approve Assessment of Supervisory Board Suitability; Approve Assessment of Adequacy of Regulations on Supervisory Board and Assessment of Supervisory Board Efficiency | Mgmt | For | For | For |
| 14 | Elect Katarzyna Perez as Supervisory Board Member | Mgmt | For | For | For |
| 15.1 | Approve Discharge of Antonio Escamez Torres (Supervisory Board Chair) | Mgmt | For | For | For |
| 15.2 | Approve Discharge of Dominika Bettman (Supervisory Board Member) | Mgmt | For | For | For |

## Santander Bank Polska SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15.3 | Approve Discharge of Jose Garcia Cantera (Supervisory Board Member) | Mgmt | For | For | For |
| 15.4 | Approve Discharge of Adam Celinski (Supervisory Board Member) | Mgmt | For | For | For |
| 15.5 | Approve Discharge of Danuta Dabrowska (Supervisory Board Member) | Mgmt | For | For | For |
| 15.6 | Approve Discharge of Isabel Guerreiro (Supervisory Board Member) | Mgmt | For | For | For |
| 15.7 | Approve Discharge of Kamilla Marchewka-Bartkowiak (Supervisory Board Member) | Mgmt | For | For | For |
| 15.8 | Approve Discharge of Jose Luis De Mora (Supervisory Board Deputy Chair) | Mgmt | For | For | For |
| 15.9 | Approve Discharge of Tomasz Sojka (Supervisory Board Member) | Mgmt | For | For | For |
| 15.10 | Approve Discharge of Jerzy Surma (Supervisory Board Member) | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program for Purposes of Performance Share Plan; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because the company proposes a share buy-back for the purpose of an incentive plan, while the conditions of the plan are not in line with acceptable European executive remuneration practice.* | | | | |
| 17 | Amend Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * The company does not disclose well-defined performance metrics and their targets, thresholds, and weights and performance periods for the variable remuneration; * The remuneration policy envisages guaranteed variable remuneration for which limited information is disclosed. Further, the remuneration lacks a cap; * The supervisory board may grant discretionary pension benefits; * The policy lacks disclosure on ranges or caps on the fixed pay; * Some contractual terms for the company's CEO and other executives were not disclosed by the company.* | | | | |
| 18 | Receive Report on Share Repurchase Program for Purposes of Performance Share Plan | Mgmt | | | |
| 19 | Close Meeting | Mgmt | | | |

## Spotify Technology SA

**Meeting Date:** 04/15/2026 **Country:** Luxembourg **Ticker:** SPOT

**Record Date:** 02/19/2026 **Meeting Type:** Annual

**Primary Security ID:** L8681T102

# Spotify Technology SA

**Shares Voted:** 850

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Approve Financial Statements and Consolidated Financial Statements | Mgmt | For | For | For |
| 2. | Approve Allocation of Income | Mgmt | For | For | For |
| 3. | Approve Discharge of Directors | Mgmt | For | For | For |
| 4a | Elect Daniel Ek as A Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Daniel Ek, Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Mona Sutphen, and Padmasree Warrior is warranted for lack of diversity on the board. A vote AGAINST Daniel Ek and Martin Lorentzon is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR new director nominees Alex Norstrom and Gustav Soderstrom is warranted at this time.* | | | | |
| 4b | Elect Martin Lorentzon as A Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Daniel Ek, Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Mona Sutphen, and Padmasree Warrior is warranted for lack of diversity on the board. A vote AGAINST Daniel Ek and Martin Lorentzon is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR new director nominees Alex Norstrom and Gustav Soderstrom is warranted at this time.* | | | | |
| 4c | Elect Shishir Samir Mehrotra as A Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Daniel Ek, Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Mona Sutphen, and Padmasree Warrior is warranted for lack of diversity on the board. A vote AGAINST Daniel Ek and Martin Lorentzon is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR new director nominees Alex Norstrom and Gustav Soderstrom is warranted at this time.* | | | | |
| 4d | Elect Christopher Marshall as B Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Daniel Ek, Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Mona Sutphen, and Padmasree Warrior is warranted for lack of diversity on the board. A vote AGAINST Daniel Ek and Martin Lorentzon is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR new director nominees Alex Norstrom and Gustav Soderstrom is warranted at this time.* | | | | |
| 4e | Elect Barry McCarthy as B Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Daniel Ek, Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Mona Sutphen, and Padmasree Warrior is warranted for lack of diversity on the board. A vote AGAINST Daniel Ek and Martin Lorentzon is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR new director nominees Alex Norstrom and Gustav Soderstrom is warranted at this time.* | | | | |
| 4f | Elect Alex Norstrom as B Director | Mgmt | For | For | For |
| 4g | Elect Heidi O'Neill as B Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Daniel Ek, Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Mona Sutphen, and Padmasree Warrior is warranted for lack of diversity on the board. A vote AGAINST Daniel Ek and Martin Lorentzon is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR new director nominees Alex Norstrom and Gustav Soderstrom is warranted at this time.* | | | | |

## Spotify Technology SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4h | Elect Ted Sarandos as B Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Daniel Ek, Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Mona Sutphen, and Padmasree Warrior is warranted for lack of diversity on the board. A vote AGAINST Daniel Ek and Martin Lorentzon is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR new director nominees Alex Norstrom and Gustav Soderstrom is warranted at this time.* | | | | |
| 4.1 | Elect Gustav Soderstrom as B Director | Mgmt | For | For | For |
| 4j | Elect Thomas Owen Staggs as B Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Daniel Ek, Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Mona Sutphen, and Padmasree Warrior is warranted for lack of diversity on the board. A vote AGAINST Daniel Ek and Martin Lorentzon is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR new director nominees Alex Norstrom and Gustav Soderstrom is warranted at this time.* | | | | |
| 4k | Elect Mona Sutphen as B Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Daniel Ek, Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Mona Sutphen, and Padmasree Warrior is warranted for lack of diversity on the board. A vote AGAINST Daniel Ek and Martin Lorentzon is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR new director nominees Alex Norstrom and Gustav Soderstrom is warranted at this time.* | | | | |
| 4l | Elect Padmasree Warrior as B Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Daniel Ek, Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Mona Sutphen, and Padmasree Warrior is warranted for lack of diversity on the board. A vote AGAINST Daniel Ek and Martin Lorentzon is further warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR new director nominees Alex Norstrom and Gustav Soderstrom is warranted at this time.* | | | | |
| 5. | Appoint Ernst & Young S.A. (Luxembourg) as Auditor | Mgmt | For | For | For |
| 6. | Approve Remuneration of Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the board proposes to potentially introduce stock options ("Incentive Mix") in the remuneration of non-executive board members which is considered inappropriate.* | | | | |
| 7. | Approve Share Repurchase | Mgmt | For | For | For |
| 8. | Authorize Guy Harles and Alexandre Gobert to Execute and Deliver, and with Full Power of Substitution, Any Documents Necessary or Useful in Connection with the Annual Filing and Registration Required by the Luxembourg Laws | Mgmt | For | For | For |

## Super Micro Computer, Inc.

**Meeting Date:** 04/15/2026 **Country:** USA **Ticker:** SMCI

**Record Date:** 02/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 86800U302

## Super Micro Computer, Inc.

**Shares Voted:** 6,863

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Charles Liang | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for board chair Charles Liang and governance committee member Sherman Tuan for failing to take steps to improve the company's governance and oversight structure and practices, in the context of multiple serious allegations of accounting and compliance irregularities.* | | | | |
| 1b | Elect Director Tally Liu | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for audit committee chair Tally Liu given the persistence of material weaknesses in the company's internal controls over multiple years.* | | | | |
| 1c | Elect Director Sherman Tuan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for board chair Charles Liang and governance committee member Sherman Tuan for failing to take steps to improve the company's governance and oversight structure and practices, in the context of multiple serious allegations of accounting and compliance irregularities. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control* | | | | |
| 3 | Ratify BDO USA, P.C. as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The three-year average burn rate is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan allows broad discretion to accelerate vesting* | | | | |

## Tecan Group AG

**Meeting Date:** 04/15/2026 **Country:** Switzerland **Ticker:** TECN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H84774167

**Shares Voted:** 80

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 3a | Approve Allocation of Income and Dividends of CHF 1.50 per Share | Mgmt | For | For | For |
| 3b | Approve Dividends of CHF 1.50 per Share from Capital Contribution Reserves | Mgmt | For | For | For |

## Tecan Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5.1 | Elect Gitte Aabo as Director | Mgmt | For | For | For |
| 5.2 | Elect Guillaume Daniellot as Director | Mgmt | For | For | For |
| 5.3 | Elect Nina Beikert as Director | Mgmt | For | For | For |
| 6a | Reelect Myra Eskes as Director | Mgmt | For | For | For |
| 6b | Reelect Matthias Gillner as Director | Mgmt | For | For | For |
| 6c | Reelect Christa Kreuzburg as Director | Mgmt | For | For | For |
| 6d | Reelect Daniel Marshak as Director | Mgmt | For | For | For |
| 7 | Elect Matthias Gillner as Board Chair | Mgmt | For | For | For |
| 8a | Reappoint Myra Eskes as Member of the Compensation Committee | Mgmt | For | For | For |
| 8b | Reappoint Christa Kreuzburg as Member of the Compensation Committee | Mgmt | For | For | For |
| 8c | Reappoint Daniel Marshak as Member of the Compensation Committee | Mgmt | For | For | For |
| 9 | Ratify Ernst & Young AG as Auditors | Mgmt | For | For | For |
| 10 | Designate Proxy Voting Services GmbH as Independent Proxy | Mgmt | For | For | For |
| 11.1 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 11.2 | Approve Remuneration of Directors in the Amount of CHF 1.8 Million | Mgmt | For | For | For |
| 11.3 | Approve Remuneration of Executive Committee in the Amount of CHF 18.2 Million | Mgmt | For | For | For |
| 12 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## UBS Group AG

**Meeting Date:** 04/15/2026 **Country:** Switzerland **Ticker:** UBSG

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H42097107

# UBS Group AG

**Shares Voted:** 21,466

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 3 | Approve Sustainability Report (Non-Binding) | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of USD 1.10 per Share | Mgmt | For | For | For |
| 5 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 6.1 | Reelect Colm Kelleher as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Thomas (Colm) Kelleher, Jeremy Anderson, Zuliu (Fred) Hu, and Gail Patricia Kelly ARE warranted for lack of diversity on the board. A vote AGAINST the re-appointment of Gail Kelly as a member of the compensation committee is not warranted because her re-election as a director is not warranted. Votes FOR the remaining nominees are warranted.* | | | | |
| 6.2 | Reelect Jeremy Anderson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Thomas (Colm) Kelleher, Jeremy Anderson, Zuliu (Fred) Hu, and Gail Patricia Kelly ARE warranted for lack of diversity on the board. A vote AGAINST the re-appointment of Gail Kelly as a member of the compensation committee is not warranted because her re-election as a director is not warranted. Votes FOR the remaining nominees are warranted.* | | | | |
| 6.3 | Reelect Patrick Firmenich as Director | Mgmt | For | For | For |
| 6.4 | Reelect Fred Hu as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Thomas (Colm) Kelleher, Jeremy Anderson, Zuliu (Fred) Hu, and Gail Patricia Kelly ARE warranted for lack of diversity on the board. A vote AGAINST the re-appointment of Gail Kelly as a member of the compensation committee is not warranted because her re-election as a director is not warranted. Votes FOR the remaining nominees are warranted.* | | | | |
| 6.5 | Reelect Mark Hughes as Director | Mgmt | For | For | For |
| 6.6 | Reelect Renata Bruengger as Director | Mgmt | For | For | For |
| 6.7 | Reelect Gail Kelly as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Thomas (Colm) Kelleher, Jeremy Anderson, Zuliu (Fred) Hu, and Gail Patricia Kelly ARE warranted for lack of diversity on the board. A vote AGAINST the re-appointment of Gail Kelly as a member of the compensation committee is not warranted because her re-election as a director is not warranted. Votes FOR the remaining nominees are warranted.* | | | | |
| 6.8 | Reelect Julie Richardson as Director | Mgmt | For | For | For |
| 6.9 | Reelect Lila Tretikov as Director | Mgmt | For | For | For |
| 6.10 | Elect Agustin Carstens as Director | Mgmt | For | For | For |
| 6.11 | Elect Luca Maestri as Director | Mgmt | For | For | For |

## UBS Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.12 | Elect Markus Ronner as Director | Mgmt | For | For | For |
| 7.1 | Reappoint Julie Richardson as Chairperson of the Compensation Committee | Mgmt | For | For | For |
| 7.2 | Reappoint Gail Kelly as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Thomas (Colm) Kelleher, Jeremy Anderson, Zuliu (Fred) Hu, and Gail Patricia Kelly ARE warranted for lack of diversity on the board. A vote AGAINST the re-appointment of Gail Kelly as a member of the compensation committee is not warranted because her re-election as a director is not warranted. Votes FOR the remaining nominees are warranted.* | | | | |
| 7.3 | Appoint Patrick Firmenich as Member of the Compensation Committee | Mgmt | For | For | For |
| 8.1 | Approve Remuneration of Directors in the Amount of CHF 15 Million for the Period from 2026 AGM until 2027 AGM | Mgmt | For | For | For |
| 8.2 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 118.9 Million | Mgmt | For | For | For |
| 8.3 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 30 Million | Mgmt | For | For | For |
| 9.1 | Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy | Mgmt | For | For | For |
| 9.2 | Ratify Ernst & Young AG as Auditors | Mgmt | For | For | For |
| 10 | Approve USD 6.4 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 11 | Transact Other Business (Voting) | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Aena S.M.E. SA

**Meeting Date:** 04/16/2026 **Country:** Spain **Ticker:** AENA

**Record Date:** 04/10/2026 **Meeting Type:** Annual

**Primary Security ID:** E526LK101

# Aena S.M.E. SA

**Shares Voted:** 19,276

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 4 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 5 | Approve Discharge of Board | Mgmt | For | For | For |
| 6 | Appoint KPMG Auditores as Auditor | Mgmt | For | For | For |
| 7 | Appoint KPMG Auditores as Verifiers for Sustainability Reporting | Mgmt | For | For | For |
| 8.1 | Ratify Appointment of and Elect Roberto Angulo Revilla as Director | Mgmt | For | For | For |
| 8.2 | Ratify Appointment of and Elect Alicia de los Remedios de Haro Acosta as Director | Mgmt | For | For | For |
| 8.3 | Reelect Maurici Lucena Betriu as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Item 8.3. is warranted because Maurici Lucena Betriu is not proposed for interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR Items 8.1, 8.2 and 8.4. are warranted as there are no specific concerns about the nominees.* | | | | |
| 8.4 | Reelect Manuel Delacampagne Crespo as Director | Mgmt | For | For | For |
| 9.1 | Amend Article 43 Re: Audit Committee | Mgmt | For | For | For |
| 9.2 | Amend Article 44 bis Re: Sustainability and Climate Action Committee | Mgmt | For | For | For |
| 9.3 | Amend Article 47 Re: Director Remuneration | Mgmt | For | For | For |
| 10 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |

## Aena S.M.E. SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Advisory Vote on Company's 2025 Updated Report on Climate Action Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, based on the following considerations: * The overall disclosure of the scope of business activities covered by the different targets across the different materials is relatively confusing. * The company does not explain the year-on-year increase in scope 1 and SBTI-target scope 3 emissions from activities in Spain (+12.5 percent and +3.4 percent, respectively). Aena has not reported progress against its SBTi customer engagement target for 2028, which it had established in 2024. * The plan appears to include a significant portion of offsets for scope 1&2 emissions in the next few years, yet the offsetting strategy is rather unclear. * The company fails to disclose the quantitative contributions of its decarbonization levers to achieve its GHG emission reduction targets. * The disclosure of physical and transition risks and opportunities according to different scenarios is rather limited, and the assessment does not present quantitative potential financial effects. The company refers to ESRS reliefs. * More than half of the effort to achieve Net Zero by 2050 depends on the development of Sustainable Aviation Fuels (SAF), which are currently not at production scale. Failure to develop SAF and meet the associated EU targets for 2030 and Net Zero by 2050 exposes the company to significant transition risks.* | | | | |
| 12 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Banca Generali SpA

**Meeting Date:** 04/16/2026 **Country:** Italy **Ticker:** BGN

**Record Date:** 04/07/2026 **Meeting Type:** Annual

**Primary Security ID:** T3000G115

**Shares Voted:** 891

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements, Statutory Reports, and Allocation of Income of Intermonte Partners SIM SpA | Mgmt | For | For | For |
| 2.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2.2 | Approve Allocation of Income | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Second Section of the Remuneration Report | Mgmt | For | For | For |
| 5 | Approve Fixed-Variable Compensation Ratio | Mgmt | For | For | For |
| 6 | Approve Long-Term Incentive Plan 2026 | Mgmt | For | For | For |
| 7 | Approve Plan Based on Financial Instruments | Mgmt | For | For | For |
| 8 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Long-Term Incentive Plan 2026 and the Plan Based on Financial Instruments | Mgmt | For | For | For |

# Banco BPM SpA

**Meeting Date:** 04/16/2026 **Country:** Italy **Ticker:** BAMI
**Record Date:** 04/07/2026 **Meeting Type:** Annual
**Primary Security ID:** T1708N101

**Shares Voted:** 30,416

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income | Mgmt | For | For | For |
| 3.1 | Approve Remuneration Policy | Mgmt | For | For | For |
| 3.2 | Approve Second Section of the Remuneration Report | Mgmt | For | For | For |
| 4 | Approve 2026 Short-Term Incentive Plan | Mgmt | For | For | For |
| 5 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Compensation Plans | Mgmt | For | For | For |
| | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 6.1 | Slate 1 Submitted by Board of Directors | Mgmt | For | For | For |
| 6.2 | Slate 2 Submitted by Delfinances SAS | SH | None | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST this slate because: - Shareholders can support only one slate. - The outgoing board has submitted its own slate, and there are no material concerns regarding the composition of the board-proposed slate, the performance of the current board, or the company more broadly.* | | | | |
| 6.3 | Slate 3 Submitted by Institutional Investors (Assogestioni) | SH | None | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST this slate because: - Shareholders can support only one slate. - The outgoing board has submitted its own slate, and there are no material concerns regarding the composition of the board-proposed slate, the performance of the current board, or the company more broadly Institutional investors who have contributed to present this slate through Assogestioni may want to make sure that they support the slate proposed under this item in order to prevent possible allegation of links with the slate submitted by the board.* | | | | |
| | IN THE EVENT THAT THE LIST SUBMITTED BY THE BOARD OF DIRECTORS OBTAINS THE HIGHEST NUMBER OF VOTES (INDIVIDUAL VOTING ON EACH CANDIDATE OF THE LIST SUBMITTED BY THE BOARD OF DIRECTORS) | Mgmt | | | |
| 6.1a | Elect Massimo Tononi as Director | Mgmt | For | For | For |
| 6.1b | Elect Giuseppe Castagna as Director | Mgmt | For | For | For |

# Banco BPM SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.1c | Elect Maurizio Comoli as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The remaining 11 candidates (Item 6.1c, Item 6.1f, and Items 6.1l to 6.1t) warrant a vote AGAINST, based on considerations such as their potential lack of independence from the company or one or more of its shareholders, as well as the company s own ranking, which is viewed as a reasonable proxy for optimal board composition in this case. However, this should not be interpreted as a negative judgment on the nominees' professionalism, qualifications, or individual merits.* | | | | |
| 6.1d | Elect Marina Mantelli as Director | Mgmt | For | For | For |
| 6.1e | Elect Luigia Tauro as Director | Mgmt | For | For | For |
| 6.1f | Elect Alberto Oliveti as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The remaining 11 candidates (Item 6.1c, Item 6.1f, and Items 6.1l to 6.1t) warrant a vote AGAINST, based on considerations such as their potential lack of independence from the company or one or more of its shareholders, as well as the company s own ranking, which is viewed as a reasonable proxy for optimal board composition in this case. However, this should not be interpreted as a negative judgment on the nominees' professionalism, qualifications, or individual merits.* | | | | |
| 6.1g | Elect Costanza Torricelli as Director | Mgmt | For | For | For |
| 6.1h | Elect Eugenio Rossetti as Director | Mgmt | For | For | For |
| 6.1i | Elect Giovanna Zanotti as Director | Mgmt | For | For | For |
| 6.1j | Elect Francesco Mele as Director | Mgmt | For | For | For |
| 6.1k | Elect Silvia Stefini as Director | Mgmt | For | For | For |
| 6.1l | Elect Cecilia Rossignoli as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The remaining 11 candidates (Item 6.1c, Item 6.1f, and Items 6.1l to 6.1t) warrant a vote AGAINST, based on considerations such as their potential lack of independence from the company or one or more of its shareholders, as well as the company s own ranking, which is viewed as a reasonable proxy for optimal board composition in this case. However, this should not be interpreted as a negative judgment on the nominees' professionalism, qualifications, or individual merits.* | | | | |
| 6.1m | Elect Elisa Corghi as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The remaining 11 candidates (Item 6.1c, Item 6.1f, and Items 6.1l to 6.1t) warrant a vote AGAINST, based on considerations such as their potential lack of independence from the company or one or more of its shareholders, as well as the company s own ranking, which is viewed as a reasonable proxy for optimal board composition in this case. However, this should not be interpreted as a negative judgment on the nominees' professionalism, qualifications, or individual merits.* | | | | |
| 6.1n | Elect Teresa Naddeo as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The remaining 11 candidates (Item 6.1c, Item 6.1f, and Items 6.1l to 6.1t) warrant a vote AGAINST, based on considerations such as their potential lack of independence from the company or one or more of its shareholders, as well as the company s own ranking, which is viewed as a reasonable proxy for optimal board composition in this case. However, this should not be interpreted as a negative judgment on the nominees' professionalism, qualifications, or individual merits.* | | | | |
| 6.1o | Elect Milena Teresa Motta as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The remaining 11 candidates (Item 6.1c, Item 6.1f, and Items 6.1l to 6.1t) warrant a vote AGAINST, based on considerations such as their potential lack of independence from the company or one or more of its shareholders, as well as the company s own ranking, which is viewed as a reasonable proxy for optimal board composition in this case. However, this should not be interpreted as a negative judgment on the nominees' professionalism, qualifications, or individual merits.* | | | | |

# Banco BPM SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.1p | Elect Giorgio Mion as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The remaining 11 candidates (Item 6.1c, Item 6.1f, and Items 6.1l to 6.1t) warrant a vote AGAINST, based on considerations such as their potential lack of independence from the company or one or more of its shareholders, as well as the company s own ranking, which is viewed as a reasonable proxy for optimal board composition in this case. However, this should not be interpreted as a negative judgment on the nominees' professionalism, qualifications, or individual merits.* | | | | |
| 6.1q | Elect Pietro Grassano as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The remaining 11 candidates (Item 6.1c, Item 6.1f, and Items 6.1l to 6.1t) warrant a vote AGAINST, based on considerations such as their potential lack of independence from the company or one or more of its shareholders, as well as the company s own ranking, which is viewed as a reasonable proxy for optimal board composition in this case. However, this should not be interpreted as a negative judgment on the nominees' professionalism, qualifications, or individual merits.* | | | | |
| 6.1r | Elect Manuela Soffientini as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The remaining 11 candidates (Item 6.1c, Item 6.1f, and Items 6.1l to 6.1t) warrant a vote AGAINST, based on considerations such as their potential lack of independence from the company or one or more of its shareholders, as well as the company s own ranking, which is viewed as a reasonable proxy for optimal board composition in this case. However, this should not be interpreted as a negative judgment on the nominees' professionalism, qualifications, or individual merits.* | | | | |
| 6.1s | Elect Savino Casamassima as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The remaining 11 candidates (Item 6.1c, Item 6.1f, and Items 6.1l to 6.1t) warrant a vote AGAINST, based on considerations such as their potential lack of independence from the company or one or more of its shareholders, as well as the company s own ranking, which is viewed as a reasonable proxy for optimal board composition in this case. However, this should not be interpreted as a negative judgment on the nominees' professionalism, qualifications, or individual merits.* | | | | |
| 6.1t | Elect Marco Bragadin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The remaining 11 candidates (Item 6.1c, Item 6.1f, and Items 6.1l to 6.1t) warrant a vote AGAINST, based on considerations such as their potential lack of independence from the company or one or more of its shareholders, as well as the company s own ranking, which is viewed as a reasonable proxy for optimal board composition in this case. However, this should not be interpreted as a negative judgment on the nominees' professionalism, qualifications, or individual merits.* | | | | |
| | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 7.1 | Slate 1 Submitted by Delfinances SAS | SH | None | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: - Shareholders can support only one slate. - Slate 2 is likely to better represent the interests of global institutional investors and non-reference shareholders. The voting recommendation in favor of Slate 2 does not constitute a negative assessment on this slate or the candidates' skills and qualifications, or their ability to serve effectively as statutory auditors.* | | | | |
| 7.2 | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because: - Shareholders can support only one slate. - This slate has been proposed by institutional investors, and these nominees could therefore be the best positioned to represent the interests of non-reference shareholders and carry out effective oversight on the management's behavior. - Candidates on this slate have agreed to abide by the chart of corporate governance principles adopted by Assogestioni.* | | | | |

## Banco BPM SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.3 | Slate 3 Submitted by Dario, Ezio, Franco, Francesca, Paola, and Pierangelo Tommasi | SH | None | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: - Shareholders can support only one slate. - Slate 2 is likely to better represent the interests of global institutional investors and non-reference shareholders. The voting recommendation in favor of Slate 2 does not constitute a negative assessment on this slate or the candidates' skills and qualifications, or their ability to serve effectively as statutory auditors.* | | | | |
| 8 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 9 | Approve Internal Auditors' Remuneration | Mgmt | For | For | For |

## Bucher Industries AG

**Meeting Date:** 04/16/2026 **Country:** Switzerland **Ticker:** BUCN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H10914176

**Shares Voted:** 29

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1b | Approve Sustainability Report | Mgmt | For | For | For |
| 2 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of CHF 11.00 per Share | Mgmt | For | For | For |
| 4.1a | Reelect Manja Greimeier as Director | Mgmt | For | For | For |
| 4.1b | Reelect Anita Hauser as Director | Mgmt | For | For | For |
| 4.1c | Reelect Michael Hauser as Director | Mgmt | For | For | For |
| 4.1d | Reelect Martin Hirzel as Director | Mgmt | For | For | For |
| 4.1e | Reelect Stefan Scheiber as Director | Mgmt | For | For | For |
| 4.2 | Elect Stefan Scheiber as Board Chair | Mgmt | For | For | For |
| 4.3a | Reappoint Anita Hauser as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 4.1a-4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 4.3a-4.3b) A vote AGAINST the incumbent committee member, Anita Hauser, is warranted due to a continued lack of responsiveness to low support on previous remuneration votes. A vote FOR the remaining nominee is warranted.* | | | | |

## Bucher Industries AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.3b | Appoint Manja Greimeier as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.4 | Designate Keller AG as Independent Proxy | Mgmt | For | For | For |
| 4.5 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the audit firm has been engaged for more than 20 years.* | | | | |
| 5.1 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 3 Million | Mgmt | For | For | For |
| 5.2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Ex-post disclosure remains insufficient to explain variable compensation payouts. * There is no standalone long-term incentive component that measures performance over a multi-year period. * The report does not address continued low support on prior votes.* | | | | |
| 5.3 | Approve Remuneration of Directors in the Amount of CHF 1.4 Million | Mgmt | For | For | For |
| 5.4 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million | Mgmt | For | For | For |
| 6 | Approve CHF 82,000 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 7 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Chocoladefabriken Lindt & Spruengli AG

**Meeting Date:** 04/16/2026 **Country:** Switzerland **Ticker:** LISN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H49983176

**Shares Voted:** 1

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |

# Chocoladefabriken Lindt & Spruengli AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Non-Financial Report (Non-Binding) | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5 | Approve Allocation of Income and Dividends of CHF 1,800 per Registered Share and CHF 180 per Participation Certificate | Mgmt | For | For | For |
| 6 | Approve CHF 46,800 Reduction in Share Capital and CHF 238,400 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 7.1.1 | Reelect Ernst Tanner as Director and Board Chair | Mgmt | For | For | For |
| 7.1.2 | Reelect Dieter Weisskopf as Director | Mgmt | For | For | For |
| 7.1.3 | Reelect Rudolf Spruengli as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 7.1.8) A vote AGAINST incumbent nominating committee members Monique Bourquin, Silvio Denz, and Rudolf Spruengli is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted. Compensation and Nomination committee elections (Items 7.2.1 7.2.3) A vote AGAINST Monique Bourquin, Silvio Denz, and Rudolf Spruengli is warranted because their re-elections to the board do not warrant shareholder approval due to the lack of diversity on the board.* | | | | |
| 7.1.4 | Reelect Elisabeth Guertler as Director | Mgmt | For | For | For |
| 7.1.5 | Reelect Thomas Rinderknecht as Director | Mgmt | For | For | For |
| 7.1.6 | Reelect Silvio Denz as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 7.1.8) A vote AGAINST incumbent nominating committee members Monique Bourquin, Silvio Denz, and Rudolf Spruengli is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted. Compensation and Nomination committee elections (Items 7.2.1 7.2.3) A vote AGAINST Monique Bourquin, Silvio Denz, and Rudolf Spruengli is warranted because their re-elections to the board do not warrant shareholder approval due to the lack of diversity on the board.* | | | | |
| 7.1.7 | Reelect Monique Bourquin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 7.1.8) A vote AGAINST incumbent nominating committee members Monique Bourquin, Silvio Denz, and Rudolf Spruengli is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted. Compensation and Nomination committee elections (Items 7.2.1 7.2.3) A vote AGAINST Monique Bourquin, Silvio Denz, and Rudolf Spruengli is warranted because their re-elections to the board do not warrant shareholder approval due to the lack of diversity on the board.* | | | | |
| 7.1.8 | Elect Ricarda Demarmels as Director | Mgmt | For | For | For |
| 7.2.1 | Reappoint Monique Bourquin as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 7.1.8) A vote AGAINST incumbent nominating committee members Monique Bourquin, Silvio Denz, and Rudolf Spruengli is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted. Compensation and Nomination committee elections (Items 7.2.1 7.2.3) A vote AGAINST Monique Bourquin, Silvio Denz, and Rudolf Spruengli is warranted because their re-elections to the board do not warrant shareholder approval due to the lack of diversity on the board.* | | | | |

## Chocoladefabriken Lindt & Spruengli AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.2.2 | Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 7.1.8) A vote AGAINST incumbent nominating committee members Monique Bourquin, Silvio Denz, and Rudolf Spruengli is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted. Compensation and Nomination committee elections (Items 7.2.1 7.2.3) A vote AGAINST Monique Bourquin, Silvio Denz, and Rudolf Spruengli is warranted because their re-elections to the board do not warrant shareholder approval due to the lack of diversity on the board.* | | | | |
| 7.2.3 | Reappoint Silvio Denz as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 7.1.8) A vote AGAINST incumbent nominating committee members Monique Bourquin, Silvio Denz, and Rudolf Spruengli is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted. Compensation and Nomination committee elections (Items 7.2.1 7.2.3) A vote AGAINST Monique Bourquin, Silvio Denz, and Rudolf Spruengli is warranted because their re-elections to the board do not warrant shareholder approval due to the lack of diversity on the board.* | | | | |
| 7.3 | Designate Patrick Schleiffer as Independent Proxy | Mgmt | For | For | For |
| 7.4 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the audit firm has been engaged for more than 20 years.* | | | | |
| 8.1 | Approve Remuneration of Directors in the Amount of CHF 3.2 Million | Mgmt | For | For | For |
| 8.2 | Approve Remuneration of Executive Committee in the Amount of CHF 21 Million | Mgmt | For | For | For |
| 9 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Covivio SA

**Meeting Date:** 04/16/2026 **Country:** France **Ticker:** COV

**Record Date:** 04/08/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F2R22T119

**Shares Voted:** 7,177

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Covivio SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Allocation of Income and Dividends of EUR 3.75 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | For | For |
| 5 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 6 | Approve Compensation of Jean-Luc Biamonti, Chairman of the Board | Mgmt | For | For | For |
| 7 | Approve Compensation of Christophe Kullmann, CEO | Mgmt | For | For | For |
| 8 | Approve Compensation of Olivier Esteve, Vice-CEO | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Vice CEOs | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 13 | Reelect ACM Vie as Director | Mgmt | For | For | For |
| 14 | Reelect Romolo Bardin as Director | Mgmt | For | For | For |
| 15 | Reelect Alix d'Ocagne as Director | Mgmt | For | For | For |
| 16 | Reelect Daniela Schwarzer as Director | Mgmt | For | For | For |
| 17 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
|  | Extraordinary Business | Mgmt |  |  |  |
| 18 | Authorize Capitalization of Reserves of Up to EUR 33.48 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 19 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 20 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100.46 Million | Mgmt | For | For | For |

## Covivio SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 21 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to Aggregate Nominal Amount of EUR 66.97 Million, or without Preemptive Rights up to Aggregate Nominal Amount of EUR 33.48 Million | Mgmt | For | For | For |
| 22 | Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors up to Aggregate Nominal Amount of EUR 33.48 Million | Mgmt | For | For | For |
| 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 | Mgmt | For | For | For |
| 24 | Authorize Capital Increase of Up to 10 Percent of Issued Capital for Future Exchange Offers | Mgmt | For | For | For |
| 25 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 26 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 27 | Amend Article 8 of Bylaws to Incorporate Legal Changes Re: Shareholding Disclosure Thresholds | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 28 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Davide Campari-Milano NV

**Meeting Date:** 04/16/2026 **Country:** Netherlands **Ticker:** CPR

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** N24565108

**Shares Voted:** 12,848

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |

# Davide Campari-Milano NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.a. | Receive Annual Report | Mgmt | | | |
| 2.b. | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * Concerns are raised with regard to the generous severance payout to Paolo Marchesini (CFOO until Sep. 19, 2025) of EUR 31.1 million, without the company providing a compelling rationale for the settlement payment which includes last mile incentive award (vesting originally envisaged for 20232). Further concerns are raised especially given that the former CFOO transitioned into the role of non-executive director and vice chair of the board of directors, raising questions around the need for a severance package. * The design of the long-term incentive plan, with a substantial part (67% RSUs) is non-performance based. * In line with previous years, the company did not provide disclosure on STI performance targets not enabling further understanding of the pay for performance alignment. * Concerns are raised regarding the excessive level of pay of CEO's other benefits, and the limited disclosure by the company, given that this may also include any sign-on awards.* | | | | |
| 2.c. | Adopt Financial Statements | Mgmt | For | For | For |
| 3.a. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 3.b. | Approve Dividends | Mgmt | For | For | For |
| 4.a. | Approve Discharge of Executive Directors | Mgmt | For | For | For |
| 4.b. | Approve Discharge of Non-Executive Directors | Mgmt | For | For | For |
| 5.a. | Elect Francesco Mele as Executive Director | Mgmt | For | For | For |
| 5.b. | Elect Jean-Marie Laborde as Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Jean-Marie Laborde and non-independent new nominees Alessandro Garavoglia and Jacopo Forloni is warranted due to a lack of diversity on the board. A vote AGAINST nominees Alessandro Garavoglia and Jacopo Forloni is further warranted because they are beneficiaries of the company's unequal voting structure. A vote AGAINST non-independent nominee Jean-Marie Laborde, who serves on the audit committee, is also warranted, as the committee lacks sufficient independence among its members. Furthermore, Jean-Marie Laborde is joining the board of directors in the role of executive director (former role as non-executive director), which raises additional concerns given that an executive will serve as chair of the audit committee. A vote FOR nominees Francesco Mele and Chiara Lazzarini is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There are no known controversies concerning the candidates.* | | | | |
| 5.c. | Elect Chiara Lazzarini as Non-Executive Director | Mgmt | For | For | For |
| 5.d. | Elect Jacopo Forloni as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Jean-Marie Laborde and non-independent new nominees Alessandro Garavoglia and Jacopo Forloni is warranted due to a lack of diversity on the board. A vote AGAINST nominees Alessandro Garavoglia and Jacopo Forloni is further warranted because they are beneficiaries of the company's unequal voting structure. A vote AGAINST non-independent nominee Jean-Marie Laborde, who serves on the audit committee, is also warranted, as the committee lacks sufficient independence among its members. Furthermore, Jean-Marie Laborde is joining the board of directors in the role of executive director (former role as non-executive director), which raises additional concerns given that an executive will serve as chair of the audit committee. A vote FOR nominees Francesco Mele and Chiara Lazzarini is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There are no known controversies concerning the candidates.* | | | | |

## Davide Campari-Milano NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.e. | Elect Alessandro Garavoglia as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Jean-Marie Laborde and non-independent new nominees Alessandro Garavoglia and Jacopo Forloni is warranted due to a lack of diversity on the board. A vote AGAINST nominees Alessandro Garavoglia and Jacopo Forloni is further warranted because they are beneficiaries of the company's unequal voting structure. A vote AGAINST non-independent nominee Jean-Marie Laborde, who serves on the audit committee, is also warranted, as the committee lacks sufficient independence among its members. Furthermore, Jean-Marie Laborde is joining the board of directors in the role of executive director (former role as non-executive director), which raises additional concerns given that an executive will serve as chair of the audit committee. A vote FOR nominees Francesco Mele and Chiara Lazzarini is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There are no known controversies concerning the candidates.* | | | | |
| 6. | Authorize Board to Repurchase Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the authorization would allow Davide Campari-Milano to repurchase up to 50.00 percent of the issued share capital which is not in line with commonly used safeguards regarding volume.* | | | | |
| 7. | Close Meeting | Mgmt | | | |

## EDP SA

**Meeting Date:** 04/16/2026 **Country:** Portugal **Ticker:** EDP

**Record Date:** 04/09/2026 **Meeting Type:** Annual

**Primary Security ID:** X67925119

**Shares Voted:** 53,486

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Approve Individual and Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Remuneration Report | Mgmt | For | For | For |
| 2.1 | Approve Allocation of Income | Mgmt | For | For | For |
| 2.2 | Approve Dividends | Mgmt | For | For | For |
| 3.1 | Appraise Management of Company and Approve Vote of Confidence to Executive Board | SH | None | For | For |
| | *Voting Policy Rationale: Votes FOR Items 3.1 and 3.2 are warranted in the absence of specific concerns over the actions of the supervisory and management boards, during fiscal year under review. A vote FOR Item 3.3 is warranted in the absence of specific concerns over the actions of the statutory auditor during the fiscal year in review.* | | | | |
| 3.2 | Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board | SH | None | For | For |
| | *Voting Policy Rationale: Votes FOR Items 3.1 and 3.2 are warranted in the absence of specific concerns over the actions of the supervisory and management boards, during fiscal year under review. A vote FOR Item 3.3 is warranted in the absence of specific concerns over the actions of the statutory auditor during the fiscal year in review.* | | | | |

## EDP SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.3 | Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor | SH | None | For | For |
| | *Voting Policy Rationale: Votes FOR Items 3.1 and 3.2 are warranted in the absence of specific concerns over the actions of the supervisory and management boards, during fiscal year under review. A vote FOR Item 3.3 is warranted in the absence of specific concerns over the actions of the statutory auditor during the fiscal year in review.* | | | | |
| 4 | Authorize Repurchase and Reissuance of Shares | Mgmt | For | For | For |
| 5 | Authorize Repurchase and Reissuance of Repurchased Debt Instruments | Mgmt | For | For | For |
| 6 | Eliminate Preemptive Rights | Mgmt | For | For | For |
| 7 | Amend Remuneration Policy Applicable to Executive Board | Mgmt | For | For | For |
| 8 | Re-Elect PricewaterhouseCoopers & Associados - Sociedade de Revisores de Contas, Lda. as Auditor and Carlos Jose Figueiredo Rodrigues as Alternate for 2027 | Mgmt | For | For | For |

## Fabege AB

**Meeting Date:** 04/16/2026 **Country:** Sweden **Ticker:** FABG

**Record Date:** 04/08/2026 **Meeting Type:** Annual

**Primary Security ID:** W7888D199

**Shares Voted:** 1,384

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Lennart Mauritzson as Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Jonas Gombrii and Katarina Hammar as Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Financial Statements and Statutory Reports; Receive Auditor's Report | Mgmt | | | |
| 8a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Fabege AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8b | Approve Allocation of Income and Dividends of SEK 2.20 Per Share | Mgmt | For | For | For |
| 8.c1 | Approve Discharge of Anette Asklin | Mgmt | For | For | For |
| 8.c2 | Approve Discharge of Mattias Johansson | Mgmt | For | For | For |
| 8.c3 | Approve Discharge of Jan Litborn | Mgmt | For | For | For |
| 8.c4 | Approve Discharge of Lennart Mauritzson | Mgmt | For | For | For |
| 8.c5 | Approve Discharge of Bent Oustad | Mgmt | For | For | For |
| 8.c6 | Approve Discharge of Sofia Watt | Mgmt | For | For | For |
| 8.c7 | Approve Discharge of Tomas Eriksson | Mgmt | For | For | For |
| 8.c8 | Approve Discharge of CEO Stefan Dahlbo | Mgmt | For | For | For |
| 8.c9 | Approve Discharge of CEO Bent Oustad | Mgmt | For | For | For |
| 8d | Approve Record Date for Dividend Payment | Mgmt | For | For | For |
| 9 | Approve SEK 249.7 Million Reduction in Share Capital for Transfer to Unrestricted Equity; Approve Share Capital Increase Through Bonus Issue | Mgmt | For | For | For |
| 10 | Determine Number of Members (6) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of SEK 680,000 for Chair and SEK 300,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors | Mgmt | For | For | For |
| 12a | Reelect Anette Asklin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Lennart Mauritzson, Anette Asklin, Mattias Johansson, and Sofia Watt is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12b | Reelect Mattias Johansson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Lennart Mauritzson, Anette Asklin, Mattias Johansson, and Sofia Watt is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12c | Reelect Lennart Mauritzson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Lennart Mauritzson, Anette Asklin, Mattias Johansson, and Sofia Watt is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## Fabege AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12d | Reelect Sofia Watt as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Lennart Mauritzson, Anette Asklin, Mattias Johansson, and Sofia Watt is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12e | Elect Mikael Lundstrom as New Director | Mgmt | For | For | For |
| 12f | Elect Erik Sallstrom as New Director | Mgmt | For | For | For |
| 12g | Elect Lennart Mauritzson as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because his election to the board is not supported. Additionally, upon election as board chair, Lennart Mauritzson would be considered overboarded.* | | | | |
| 13 | Ratify KPMG as Auditors | Mgmt | For | For | For |
| 14 | Authorize Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 16 | Approve Remuneration Report | Mgmt | For | For | For |
| 17 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 18 | Other Business | Mgmt | | | |
| 19 | Close Meeting | Mgmt | | | |

## Fairfax Financial Holdings Limited

**Meeting Date:** 04/16/2026 **Country:** Canada **Ticker:** FFH
**Record Date:** 03/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 303901102

**Shares Voted:** 99

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Holders of Series K Preferred and Subordinate Voting Shares | Mgmt | | | |
| 1.1 | Elect Director Robert J. Gunn | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert Gunn, Karen Jurjevich, Timothy Price and William Weldon for lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Karen L. Jurjevich | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert Gunn, Karen Jurjevich, Timothy Price and William Weldon for lack of diversity on the board.* | | | | |

## Fairfax Financial Holdings Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Christine A. Magee | Mgmt | For | For | For |
| 1.4 | Elect Director R. William McFarland | Mgmt | For | For | For |
| 1.5 | Elect Director Christine N. McLean | Mgmt | For | For | For |
| 1.6 | Elect Director Brian J. Porter | Mgmt | For | For | For |
| 1.7 | Elect Director Timothy R. Price | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert Gunn, Karen Jurjevich, Timothy Price and William Weldon for lack of diversity on the board.* | | | | |
| 1.8 | Elect Director Lauren C. Templeton | Mgmt | For | For | For |
| 1.9 | Elect Director Benjamin P. Watsa | Mgmt | For | For | For |
| 1.10 | Elect Director V. Prem Watsa | Mgmt | For | For | For |
| 1.11 | Elect Director William C. Weldon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert Gunn, Karen Jurjevich, Timothy Price and William Weldon for lack of diversity on the board.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| | Shareholder Proposal | Mgmt | | | |
| 3 | Financed Emissions Disclosure | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal is warranted, as shareholders would benefit from a corporate level financed emissions disclosure as a step towards assessing climate risk in its holdings and operations.* | | | | |

## HP Inc.

**Meeting Date:** 04/16/2026 **Country:** USA **Ticker:** HPQ

**Record Date:** 02/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 40434L105

**Shares Voted:** 4,953

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Chip Bergh | Mgmt | For | For | For |
| 1b | Elect Director Bruce Broussard | Mgmt | For | For | For |
| 1c | Elect Director Stacy Brown-Philpot | Mgmt | For | For | For |
| 1d | Elect Director Stephanie A. Burns | Mgmt | For | For | For |
| 1e | Elect Director Mary Anne Citrino | Mgmt | For | For | For |
| 1f | Elect Director Richard L. Clemmer | Mgmt | For | For | For |

## HP Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director Fama Francisco | Mgmt | For | For | For |
| 1h | Elect Director David Meline | Mgmt | For | For | For |
| 1i | Elect Director Judith "Jami" Miscik | Mgmt | For | For | For |
| 1j | Elect Director Gianluca Pettiti | Mgmt | For | For | For |
| 1k | Elect Director Kim K.W. Rucker | Mgmt | For | For | For |
| 1l | Elect Director Songyee Yoon | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; and * The plan allows broad discretion to accelerate vesting.* | | | | |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Humana Inc.

**Meeting Date:** 04/16/2026 **Country:** USA **Ticker:** HUM

**Record Date:** 02/27/2026 **Meeting Type:** Annual

**Primary Security ID:** 444859102

**Shares Voted:** 579

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Raquel C. Bono | Mgmt | For | For | For |
| 1b | Elect Director Frank A. D'Amelio | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director David T. Feinberg | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Wayne A. I. Frederick | Mgmt | For | For | For |
| 1e | Elect Director Kurt J. Hilzinger | Mgmt | For | For | For |
| 1f | Elect Director Karen W. Katz | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Humana Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director Marcy S. Klevorn | Mgmt | For | For | For |
| 1h | Elect Director Jorge S. Mesquita | Mgmt | For | For | For |
| 1i | Elect Director James A. Rechtin | Mgmt | For | For | For |
| 1j | Elect Director Gordon Smith | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Submit Severance Agreement to Shareholder Vote | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy requiring shareholder ratification of any future cash severance arrangements that exceed market norms. The requested policy would therefore provide an additional safeguard for shareholders.*

## Husqvarna AB

**Meeting Date:** 04/16/2026 **Country:** Sweden **Ticker:** HUSQ.B

**Record Date:** 04/08/2026 **Meeting Type:** Annual

**Primary Security ID:** W4235G116

**Shares Voted:** 2,518

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8b | Approve Allocation of Income and Dividends of SEK 1.25 Per Share | Mgmt | For | For | For |
| 8c1 | Approve Discharge of Torbjorn Loof | Mgmt | For | For | For |

# Husqvarna AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8c2 | Approve Discharge of Tom Johnstone | Mgmt | For | For | For |
| 8c3 | Approve Discharge of Ingrid Bonde | Mgmt | For | For | For |
| 8c4 | Approve Discharge of Katarina Martinson | Mgmt | For | For | For |
| 8c5 | Approve Discharge of Daniel Nodhall | Mgmt | For | For | For |
| 8c6 | Approve Discharge of Christine Robins | Mgmt | For | For | For |
| 8c7 | Approve Discharge of Marlies Gebetsberger | Mgmt | For | For | For |
| 8c8 | Approve Discharge of Magnus Jarlegren | Mgmt | For | For | For |
| 8c9 | Approve Discharge of Claes Boutstedt | Mgmt | For | For | For |
| 8c10 | Approve Discharge of Lars Pettersson | Mgmt | For | For | For |
| 8c11 | Approve Discharge of Bertrand Neuschwander | Mgmt | For | For | For |
| 8c12 | Approve Discharge of CEO Glen Instone | Mgmt | For | For | For |
| 8c13 | Approve Discharge of Board Member and CEO Pavel Hajman | Mgmt | For | For | For |
| 9a | Determine Number of Members (9) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 9b | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 10 | Approve Remuneration of Directors in the Amount of SEK 2.5 Million to Chair and SEK 728,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 11a1 | Elect Glen Instone as New Director | Mgmt | For | For | For |
| 11a2 | Reelect Torbjorn Loof as Director | Mgmt | For | For | For |
| 11a3 | Reelect Ingrid Bonde as Director | Mgmt | For | For | For |
| 11a4 | Reelect Katarina Martinson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominee Katarina Martinson (Items 11a4) is warranted due to them being considered overboarded. A vote FOR the remaining nominees is warranted.* | | | | |
| 11a5 | Reelect Daniel Nodhall as Director | Mgmt | For | For | For |
| 11a6 | Reelect Christine Robins as Director | Mgmt | For | For | For |

## Husqvarna AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11a7 | Reelect Marlies Gebetsberger as Director | Mgmt | For | For | For |
| 11a8 | Reelect Magnus Jarlegren as Director | Mgmt | For | For | For |
| 11a9 | Reelect Claes Boustedt as Director | Mgmt | For | For | For |
| 11b | Reelect Torbjorn Loof as Board Chair | Mgmt | For | For | For |
| 12a | Ratify KPMG as Auditors | Mgmt | For | For | For |
| 12b | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 13 | Approve Remuneration Report | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 15 | Approve Performance Share Incentive Program LTI 2026 | Mgmt | For | For | For |
| 16 | Approve Equity Plan Financing | Mgmt | For | For | For |
| 17 | Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights | Mgmt | For | For | For |
| 18 | Close Meeting | Mgmt | | | |

## ISS A/S

**Meeting Date:** 04/16/2026 **Country:** Denmark **Ticker:** ISS

**Record Date:** 04/09/2026 **Meeting Type:** Annual

**Primary Security ID:** K5591Y107

**Shares Voted:** 666

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and of Dividends of DKK 3.2 Per Share | Mgmt | For | For | For |
| 4 | Approve Discharge of Management and Board | Mgmt | For | For | For |
| 5 | Authorize Share Repurchase Program | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal to repurchase company shares is warranted because: * The company would be able to repurchase more than 10 percent of its share capital; and * The company would be able to hold more than 10 percent of its share capital in treasury.*

## ISS A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 7 | Approve Remuneration of Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 8a | Reelect Niels Smedegaard as Director (Chair) | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Niels Smedegaard, Kelly Kuhn, and Reshma Ramachandran is warranted for lack of diversity on the board. A vote FOR remaining director nominees is warranted.* | | | | |
| 8b | Reelect Jens Bjorn Andersen as Director (Vice Chair) | Mgmt | For | For | For |
| 8c | Reelect Lars Petersson as Director | Mgmt | For | For | For |
| 8d | Reelect Kelly L. Kuhn as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Niels Smedegaard, Kelly Kuhn, and Reshma Ramachandran is warranted for lack of diversity on the board. A vote FOR remaining director nominees is warranted.* | | | | |
| 8e | Reelect Ben Stevens as Director | Mgmt | For | For | For |
| 8f | Reelect Reshma Ramachandran as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Niels Smedegaard, Kelly Kuhn, and Reshma Ramachandran is warranted for lack of diversity on the board. A vote FOR remaining director nominees is warranted.* | | | | |
| 8g | Reelect Henriette Hallberg Thygesen as Director | Mgmt | For | For | For |
| 8h | Reelect Henrik Lind as Director | Mgmt | For | For | For |
| 9 | Ratify PricewaterhouseCoopers as Auditors; Appoint PricewaterhouseCoopers as Auditors for Sustainability Reporting | Mgmt | For | For | For |
| 10a | Approve Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |
| 10b | Change Location of General Meeting to Greater Copenhagen | Mgmt | For | For | For |
| 10c | Approve Remuneration Policy | Mgmt | For | For | For |
| 11 | Other Business | Mgmt | | | |

## PPG Industries, Inc.

**Meeting Date:** 04/16/2026 **Country:** USA **Ticker:** PPG

**Record Date:** 02/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 693506107

# PPG Industries, Inc.

**Shares Voted:** 5,603

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Kathy L. Fortmann | Mgmt | For | For | For |
| 1b | Elect Director Melanie L. Healey | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Gary R. Heminger | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Timothy M. Knavish | Mgmt | For | For | For |
| 1e | Elect Director Michael W. Lamach | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Kathleen A. Ligocki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Michael T. Nally | Mgmt | For | For | For |
| 1h | Elect Director Guillermo Novo | Mgmt | For | For | For |
| 1i | Elect Director Christopher N. Roberts, III | Mgmt | For | For | For |
| 1j | Elect Director Todd M. Schneider | Mgmt | For | For | For |
| 1k | Elect Director Catherine R. Smith | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1l | Elect Director Leon J. Topalian | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The company's TSR has underperformed relative to its GICS peers and the broader S&P 500 Index over the short and long-term, suggesting the company may benefit from the strongest form of board oversight via an independent chair. Further, the proposal is not considered overly prescriptive.* | | | | |

## Schroders Plc

**Meeting Date:** 04/16/2026 **Country:** United Kingdom **Ticker:** SDR
**Record Date:** 04/14/2026 **Meeting Type:** Court
**Primary Security ID:** G78602144

**Shares Voted:** 17,046

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Court Meeting | Mgmt | | | |
| 1 | Approve Scheme of Arrangement | Mgmt | For | For | For |

## Schroders Plc

**Meeting Date:** 04/16/2026 **Country:** United Kingdom **Ticker:** SDR
**Record Date:** 04/14/2026 **Meeting Type:** Special
**Primary Security ID:** G78602144

**Shares Voted:** 17,046

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Approve Matters Relating to the Recommended Cash Acquisition of Schroders plc by Pantheon, LLC | Mgmt | For | For | For |
| 1b | Amend Articles of Association | Mgmt | For | For | For |

## Schroders Plc

**Meeting Date:** 04/16/2026 **Country:** United Kingdom **Ticker:** SDR
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** G78602144

**Shares Voted:** 17,046

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Remuneration Policy | Mgmt | For | For | For |
| 5 | Re-elect Dame Elizabeth Corley as Director | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Elizabeth Corley, Iain Mackay, Claire Fitzalan Howard, Ian King, Leonie Schroder, Annette Thomas, Frederic (Fred) Wakeman and Matthew Westerman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.*

# Schroders Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Re-elect Meagen Burnett as Director | Mgmt | For | For | For |
| 7 | Re-elect Johanna Kyrklund as Director | Mgmt | For | For | For |
| 8 | Re-elect Richard Oldfield as Director | Mgmt | For | For | For |
| 9 | Re-elect Ian King as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Elizabeth Corley, Iain Mackay, Claire Fitzalan Howard, Ian King, Leonie Schroder, Annette Thomas, Frederic (Fred) Wakeman and Matthew Westerman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 10 | Re-elect Iain Mackay as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Elizabeth Corley, Iain Mackay, Claire Fitzalan Howard, Ian King, Leonie Schroder, Annette Thomas, Frederic (Fred) Wakeman and Matthew Westerman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 11 | Re-elect Annette Thomas as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Elizabeth Corley, Iain Mackay, Claire Fitzalan Howard, Ian King, Leonie Schroder, Annette Thomas, Frederic (Fred) Wakeman and Matthew Westerman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 12 | Re-elect Frederic Wakeman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Elizabeth Corley, Iain Mackay, Claire Fitzalan Howard, Ian King, Leonie Schroder, Annette Thomas, Frederic (Fred) Wakeman and Matthew Westerman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 13 | Re-elect Matthew Westerman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Elizabeth Corley, Iain Mackay, Claire Fitzalan Howard, Ian King, Leonie Schroder, Annette Thomas, Frederic (Fred) Wakeman and Matthew Westerman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 14 | Re-elect Claire Fitzalan Howard as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Elizabeth Corley, Iain Mackay, Claire Fitzalan Howard, Ian King, Leonie Schroder, Annette Thomas, Frederic (Fred) Wakeman and Matthew Westerman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 15 | Re-elect Leonie Schroder as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dame Elizabeth Corley, Iain Mackay, Claire Fitzalan Howard, Ian King, Leonie Schroder, Annette Thomas, Frederic (Fred) Wakeman and Matthew Westerman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 16 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Approve Waiver of Rule 9 of the Takeover Code | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Schroders Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Siegfried Holding AG

**Meeting Date:** 04/16/2026 **Country:** Switzerland **Ticker:** SFZN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H7593W109

**Shares Voted:** 270

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 2.1 | Approve Allocation of Income | Mgmt | For | For | For |
| 2.2 | Approve CHF 18.1 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 0.40 per Share | Mgmt | For | For | For |
| 2.3 | Approve Creation of Capital Band within the Upper Limit of CHF 15.9 Million and the Lower Limit of CHF 14.5 Million with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 3 | Approve Discharge of Board of Directors | Mgmt | For | For | For |
| 4.1 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 4.2 | Approve Remuneration of Directors in the Amount of CHF 2.1 Million | Mgmt | For | For | For |
| 4.3.1 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million | Mgmt | For | For | For |
| 4.3.2 | Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2 Million | Mgmt | For | For | For |
| 4.3.3 | Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 1.3 Million | Mgmt | For | For | For |
| 5.1.1 | Reelect Alexandra Brand as Director | Mgmt | For | For | For |

## Siegfried Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.1.2 | Reelect Elodie Carr-Cingari as Director | Mgmt | For | For | For |
| 5.1.3 | Reelect Isabelle Welton as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Martin Schmid and Isabelle Welton is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5.1.4 | Reelect Wolfram Carius as Director | Mgmt | For | For | For |
| 5.1.5 | Reelect Martin Schmid as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Martin Schmid and Isabelle Welton is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5.1.6 | Reelect Beat Walti as Director | Mgmt | For | For | For |
| 5.1.7 | Elect Karl Petersson as Director | Mgmt | For | For | For |
| 5.1.8 | Elect Thomas Wozniewski as Director | Mgmt | For | For | For |
| 5.2 | Elect Beat Walti as Board Chair | Mgmt | For | For | For |
| 5.3.1 | Reappoint Isabelle Welton as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Martin Schmid and Isabelle Welton is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5.3.2 | Reappoint Martin Schmid as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Martin Schmid and Isabelle Welton is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5.3.3 | Appoint Thomas Wozniewski as Member of the Compensation Committee | Mgmt | For | For | For |
| 6 | Designate Rolf Freiermuth as Independent Proxy and Stefan Pfister as Alternate Proxy | Mgmt | For | For | For |
| 7 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposal is warranted because the audit firm has been engaged for more than 20 years.* | | | | |
| 8 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## SIG Group AG

**Meeting Date:** 04/16/2026 **Country:** Switzerland **Ticker:** SIGN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H76406117

# SIG Group AG

**Shares Voted:** 1,308

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 5 | Approve Creation of Capital Band within the Upper Limit of CHF 4.6 Million and the Lower Limit of CHF 3.4 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization | Mgmt | For | For | For |
| 6 | Approve Virtual-Only Shareholder Meetings | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed article amendment is warranted because: * The proposed amendment will allow for virtual-only shareholder meetings on a permanent basis (i.e. is no longer restricted in time) and the company has not provided assurance that a virtual-only meeting will only be convened in the case of extraordinary circumstances that necessitate restrictions on physical attendance; and * There is no explanation of the circumstances under which virtual-only meetings would be held, nor a commitment that in-person and/or hybrid shareholder meetings would remain the standard.* | | | | |
| 7.1 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Retention awards, which do not generally merit support, were granted to the executive committee in the past year. Though a supporting rationale is provided, they were made in addition to regular LTI grants and were awarded in the form of RSUs without performance conditions. * STI awards were granted on a discretionary basis, with all full-year group financial targets being missed, and without robust disclosure of underlying performance considerations. * A range of further discretionary actions are reported without a detailed and compelling explanation. * There are concerns regarding the pay for performance alignment with respect to both short- and medium-term outcomes.* | | | | |
| 7.2 | Approve Remuneration of Directors in the Amount of CHF 2.4 Million | Mgmt | For | For | For |
| 7.3 | Approve Remuneration of Executive Committee in the Amount of CHF 18 Million | Mgmt | For | For | For |
| 8.1.1 | Reelect Ola Rollen as Director | Mgmt | For | For | For |
| 8.1.2 | Reelect Niren Chaudhary as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Niren Chaudhary, Thomas Dittrich, Mariel Hoch, and Martine Snels is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8.1.3 | Reelect Thomas Dittrich as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Niren Chaudhary, Thomas Dittrich, Mariel Hoch, and Martine Snels is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8.1.4 | Reelect Mariel Hoch as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Niren Chaudhary, Thomas Dittrich, Mariel Hoch, and Martine Snels is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## SIG Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.1.5 | Reelect Florence Jeantet as Director | Mgmt | For | For | For |
| 8.1.6 | Reelect Abdallah al Obeikan as Director | Mgmt | For | For | For |
| 8.1.7 | Reelect Urs Riedener as Director | Mgmt | For | For | For |
| 8.1.8 | Reelect Martine Snels as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Niren Chaudhary, Thomas Dittrich, Mariel Hoch, and Martine Snels is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8.2 | Reelect Ola Rollen as Board Chair | Mgmt | For | For | For |
| 8.3.1 | Reappoint Niren Chaudhary as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Niren Chaudhary, Thomas Dittrich, Mariel Hoch, and Martine Snels is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8.3.2 | Reappoint Urs Riedener as Member of the Compensation Committee | Mgmt | For | For | For |
| 8.3.3 | Appoint Martine Snels as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Niren Chaudhary, Thomas Dittrich, Mariel Hoch, and Martine Snels is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Designate Keller AG as Independent Proxy | Mgmt | For | For | For |
| 10 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |
| 11 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Synopsys, Inc.

**Meeting Date:** 04/16/2026 **Country:** USA **Ticker:** SNPS

**Record Date:** 02/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 871607107

**Shares Voted:** 1,438

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Aart J. de Geus | Mgmt | For | For | For |
| 1b | Elect Director John G. Schwarz | Mgmt | For | For | For |
| 1c | Elect Director Sassine Ghazi | Mgmt | For | For | For |

## Synopsys, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Janice D. Chaffin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Bruce R. Chizen | Mgmt | For | For | For |
| 1f | Elect Director Mercedes Johnson | Mgmt | For | For | For |
| 1g | Elect Director Robert G. Painter | Mgmt | For | For | For |
| 1h | Elect Director Jeannine P. Sargent | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Peter A. Shimer | Mgmt | For | For | For |
| 1j | Elect Director Ravi Vijayaraghavan | Mgmt | For | For | For |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |

## Texas Instruments Incorporated

**Meeting Date:** 04/16/2026 **Country:** USA **Ticker:** TXN

**Record Date:** 02/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 882508104

**Shares Voted:** 11,195

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mark Blinn | Mgmt | For | For | For |
| 1b | Elect Director Todd Bluedorn | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Janet Clark | Mgmt | For | For | For |
| 1d | Elect Director Carrie Cox | Mgmt | For | For | For |
| 1e | Elect Director Martin Craighead | Mgmt | For | For | For |
| 1f | Elect Director Reginald DesRoches | Mgmt | For | For | For |
| 1g | Elect Director Curtis Farmer | Mgmt | For | For | For |

## Texas Instruments Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Jean Hobby | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Haviv Ilan | Mgmt | For | For | For |
| 1j | Elect Director Ronald Kirk | Mgmt | For | For | For |
| 1k | Elect Director Pamela Patsley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1l | Elect Director Robert Sanchez | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |

## The Toronto-Dominion Bank

**Meeting Date:** 04/16/2026 **Country:** Canada **Ticker:** TD

**Record Date:** 02/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 891160509

**Shares Voted:** 14,380

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Ayman Antoun | Mgmt | For | For | For |
| 1.2 | Elect Director Ana Arsov | Mgmt | For | For | For |
| 1.3 | Elect Director Cherie L. Brant | Mgmt | For | For | For |
| 1.4 | Elect Director Raymond Chun | Mgmt | For | For | For |
| 1.5 | Elect Director Elio R. Luongo | Mgmt | For | For | For |
| 1.6 | Elect Director John B. MacIntyre | Mgmt | For | For | For |
| 1.7 | Elect Director Keith G. Martell | Mgmt | For | For | For |
| 1.8 | Elect Director Nathalie M. Palladitcheff | Mgmt | For | For | For |
| 1.9 | Elect Director Frank J. Pearn | Mgmt | For | For | For |
| 1.10 | Elect Director S. Jane Rowe | Mgmt | For | For | For |
| 1.11 | Elect Director Nancy G. Tower | Mgmt | For | For | For |
| 1.12 | Elect Director Ajay K. Virmani | Mgmt | For | For | For |

# The Toronto-Dominion Bank

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.13 | Elect Director Mary A. Winston | Mgmt | For | For | For |
| 1.14 | Elect Director Paul C. Wirth | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| 4 | Amend Stock Option Plan Re: Increase Number of Shares | Mgmt | For | For | For |
| 5 | Amend Stock Option Plan Re: Shareholder Approval Requirement | Mgmt | For | For | For |
| | Shareholder Proposals | Mgmt | | | |
| 1 | SP 1: Strengthen Shareholder Participation in Annual General Meetings (AGMs) | SH | Against | Against | Against |
| 2 | SP 2: Increase Youth Representation in the Bank's Governing Bodies | SH | Against | Against | Against |
| 3 | SP 3: Adopt Performance-Aligned Compensation Policy | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Adoption of this proposal would provide shareholders with greater transparency whether the bank's executive compensation practices are reasonable, fair, and aligned with shareholders' long-term interests.* | | | | |
| 4 | SP 4: Adopt New Skill Diversification Policy | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The benefits of the board, taking into account levels of experience and expertise in social, environmental, and climate change issues can ultimately serve to enhance the board's oversight of ESG-related risks and concerns relevant to the company's business in a way that is not overly burdensome to the company's current strategy.* | | | | |
| 5 | SP 5: Establish a Permanent Advisory Committee on the Systemic Impact of the Bank's Decisions | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted because the establishment of an advisory committee on the bank's overall systemic impact should serve to further strengthen the bank's ability to manage risks and affairs on social and public policy and other related issues.* | | | | |
| 6 | SP 6: Report on Forced Labor and Child Labor in Lending Portfolios | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal is warranted, as additional disclosure on the company's approach to addressing forced labor and child labor in its loan portfolios would enhance investor understanding of how the company is managing risk in the entities that it finances. Additionally, increased transparency in related policies and due diligence could provide assurance to the shareholders of the company's efforts to mitigate said risks.* | | | | |
| 7 | SP 7: Report on AI-Use in High-Level Decision-Making, Risk Assessment and Loan Grants | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as improved transparency and the disclosure of ethical guidelines would provide shareholders with the ability to evaluate the benefits and risks associated with the bank's use of AI.* | | | | |

## The Toronto-Dominion Bank

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | SP 8: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.* | | | | |
| 9 | SP 9: Advisory Vote on Environmental Policies | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change-related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company. Some shortcomings related to disclosure and targets are also highlighted. The bank reports financed emissions with a two-year lag due to data unavailability. The bank has also not committed to receiving validation of its GHG emission reduction targets by an independent third party such as the SBTi. Moreover, the bank does not disclose a policy guideline or outline clear specific restrictions/exclusions for transactions with clients in carbon-intensive sectors.* | | | | |

## Allreal Holding AG

**Meeting Date:** 04/17/2026 **Country:** Switzerland **Ticker:** ALLN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H0151D100

**Shares Voted:** 66

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2.1 | Approve Allocation of Income and Dividends of CHF 3.50 per Share | Mgmt | For | For | For |
| 2.2 | Approve Dividends of CHF 3.50 per Share from Capital Contribution Reserves | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1a | Reelect Sandra Berberat Kecerski as Director | Mgmt | For | For | For |
| 4.1b | Reelect Philipp Gmuer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Gmuer, Andrea Sieber, and Juerg Stoeckli is warranted for lack of diversity on the board. A vote for the remaining director nominees is warranted.* | | | | |
| 4.1c | Reelect Andrea Sieber as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Gmuer, Andrea Sieber, and Juerg Stoeckli is warranted for lack of diversity on the board. A vote for the remaining director nominees is warranted.* | | | | |
| 4.1d | Reelect Thomas Stenz as Director | Mgmt | For | For | For |

# Allreal Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.1e | Reelect Juerg Stoeckli as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Gmuer, Andrea Sieber, and Juerg Stoeckli is warranted for lack of diversity on the board. A vote for the remaining director nominees is warranted.* | | | | |
| 4.1f | Reelect Anja Guelpa as Director | Mgmt | For | For | For |
| 4.2a | Elect Beat Fellmann as Director | Mgmt | For | For | For |
| 4.2b | Elect Martin Frischknecht as Director | Mgmt | For | For | For |
| 4.3 | Elect Philipp Gmuer as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Gmuer, Andrea Sieber, and Juerg Stoeckli is warranted for lack of diversity on the board. A vote for the remaining director nominees is warranted.* | | | | |
| 4.4a | Reappoint Philipp Gmuer as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Gmuer, Andrea Sieber, and Juerg Stoeckli is warranted for lack of diversity on the board. A vote for the remaining director nominees is warranted.* | | | | |
| 4.4b | Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Gmuer, Andrea Sieber, and Juerg Stoeckli is warranted for lack of diversity on the board. A vote for the remaining director nominees is warranted.* | | | | |
| 4.4c | Appoint Juerg Stoeckli as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Gmuer, Andrea Sieber, and Juerg Stoeckli is warranted for lack of diversity on the board. A vote for the remaining director nominees is warranted.* | | | | |
| 4.5 | Designate Andre Weber as Independent Proxy | Mgmt | For | For | For |
| 4.6 | Ratify Ernst & Young AG as Auditors | Mgmt | For | For | For |
| 5.1 | Approve Remuneration of Directors in the Amount of CHF 1.3 Million | Mgmt | For | For | For |
| 5.2 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.2 Million | Mgmt | For | For | For |
| 5.3 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.4 Million | Mgmt | For | For | For |
| 5.4 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 6 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Carnival Plc

**Meeting Date:** 04/17/2026 **Country:** United Kingdom **Ticker:** CCL
**Record Date:** 04/15/2026 **Meeting Type:** Court
**Primary Security ID:** G19081101

**Shares Voted:** 648

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Court Meeting | Mgmt | | | |
| 1 | Approve Scheme of Arrangement | Mgmt | For | For | For |

## Carnival Plc

**Meeting Date:** 04/17/2026 **Country:** United Kingdom **Ticker:** CCL
**Record Date:** 04/15/2026 **Meeting Type:** Annual
**Primary Security ID:** G19081101

**Shares Voted:** 648

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Re-elect Micky Arison as Director of Carnival Corporation and as a Director of Carnival plc | Mgmt | For | For | For |
| 2 | Re-elect Sir Jonathon Band as Director of Carnival Corporation and as a Director of Carnival plc | Mgmt | For | For | For |
| 3 | Re-elect Jason Cahilly as Director of Carnival Corporation and as a Director of Carnival plc | Mgmt | For | For | For |
| 4 | Re-elect Nelda Connors as Director of Carnival Corporation and as a Director of Carnival plc | Mgmt | For | For | For |
| 5 | Re-elect Helen Deeble as Director of Carnival Corporation and as a Director of Carnival plc | Mgmt | For | For | For |
| 6 | Re-elect Jeffrey Gearhart as Director of Carnival Corporation and as a Director of Carnival plc | Mgmt | For | For | For |
| 7 | Re-elect Katie Lahey as Director of Carnival Corporation and as a Director of Carnival plc | Mgmt | For | For | For |
| 8 | Re-elect Stuart Subotnick as Director of Carnival Corporation and as a Director of Carnival plc | Mgmt | For | For | For |

## Carnival Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Re-elect Laura Weil as Director of Carnival Corporation and as a Director of Carnival plc | Mgmt | For | For | For |
| 10 | Re-elect Josh Weinstein as Director of Carnival Corporation and as a Director of Carnival plc | Mgmt | For | For | For |
| 11 | Re-elect Randy Weisenburger as Director of Carnival Corporation and as a Director of Carnival plc | Mgmt | For | For | For |
| 12 | Advisory Vote to Approve Executive Compensation | Mgmt | For | For | For |
| 13 | Approve Remuneration Report | Mgmt | For | For | For |
| 14 | 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 | Mgmt | For | For | For |
| 15 | Authorise the Audit Committee of Carnival plc to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Carnival Plc

**Meeting Date:** 04/17/2026 **Country:** United Kingdom **Ticker:** CCL

**Record Date:** 04/15/2026 **Meeting Type:** Special

**Primary Security ID:** G19081101

**Shares Voted:** 648

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve DLC Unification and Redomiciliation Transactions | Mgmt | For | For | For |
| 2 | Approve Scheme of Arrangement | Mgmt | For | For | For |
| 3 | Approve PLC Scheme Articles Amendment Proposal | Mgmt | For | For | For |
| 4 | Approve Post-Scheme plc Articles Amendment Proposal | Mgmt | For | For | For |

## Carnival Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Corporation Memorandum of Continuance Proposal | Mgmt | For | For | For |
| 6 | Adopt New Bye-Laws | Mgmt | For | For | For |

## Erste Group Bank AG

**Meeting Date:** 04/17/2026 **Country:** Austria **Ticker:** EBS

**Record Date:** 04/07/2026 **Meeting Type:** Annual

**Primary Security ID:** A19494102

**Shares Voted:** 2,961

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.75 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Ratify Sparkassen-Pruefungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Ratify Ernst & Young as Auditors and as Auditor for Sustainability Reporting for Fiscal Year 2027 | Mgmt | For | For | For |
| 7 | Approve Remuneration Report | Mgmt | For | For | For |
| 8.1 | Approve Increase in Size of Supervisory Board to 13 Members | Mgmt | For | For | For |
| 8.2 | Reelect Christine Catasta as Supervisory Board Member | Mgmt | For | For | For |
| 8.3 | Elect Roeland Louwhoff as Supervisory Board Member | Mgmt | For | For | For |
| 8.4 | Elect Jernej Omahen as Supervisory Board Member | Mgmt | For | For | For |
| 8.5 | Elect Dorota Snarska-Kuman as Supervisory Board Member | Mgmt | For | For | For |
| 8.6 | Reelect Christiane Tusek as Supervisory Board Member | Mgmt | For | For | For |

## Erste Group Bank AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Approve Issuance of Convertible Bonds without Preemptive Rights | Mgmt | For | For | For |
| 10 | Approve Creation of EUR 343.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 11 | Authorize Repurchase of Up to Ten Percent of Issued Share Capital for Trading Purposes | Mgmt | For | For | For |
| 12.1 | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 12.2 | Authorize Reissuance of Repurchased Shares without Preemptive Rights | Mgmt | For | For | For |

## Flughafen Zuerich AG

**Meeting Date:** 04/17/2026 **Country:** Switzerland **Ticker:** FHZN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H26552135

**Shares Voted:** 95

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditor's Report (Non-Voting) | Mgmt | | | |
| 3 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4 | Approve Non-Financial Report | Mgmt | For | For | For |
| 5 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 6 | Approve Discharge of Board of Directors | Mgmt | For | For | For |
| 7 | Allocate CHF 108 Million from Voluntary Retained Earnings to Statutory Retained Earnings | Mgmt | For | For | For |
| 8.1 | Approve Allocation of Income and Dividends of CHF 8.50 per Share, if Item 7 is Approved | Mgmt | For | For | For |
| 8.2 | Approve Allocation of Income and Dividends of CHF 8.50 per Share, if Item 7 is Rejected | Mgmt | For | For | For |
| 9.1 | Approve Remuneration of Directors in the Amount of CHF 1.9 Million | Mgmt | For | For | For |

# Flughafen Zuerich AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9.2 | Approve Remuneration of Executive Committee in the Amount of CHF 6.5 Million | Mgmt | For | For | For |
| 10.1a | Reelect Josef Felder as Director | Mgmt | For | For | For |
| 10.1b | Reelect Stephan Gemkow as Director | Mgmt | For | For | For |
| 10.1c | Reelect Corine Mauch as Director | Mgmt | For | For | For |
| 10.1d | Reelect Claudia Pletscher as Director | Mgmt | For | For | For |
| 10.1e | Elect Stefan Paul as Director | Mgmt | For | For | For |
| 10.2 | Reelect Josef Felder as Board Chair | Mgmt | For | For | For |
| 10.3a | Appoint Stefan Paul as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 10.3b | Reappoint Claudia Pletscher as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 10.3c | Reappoint Beat Schwab as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 10.3d | Reappoint Josef Felder as Non-Voting Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 10.4 | Designate Marianne Sieger as Independent Proxy | Mgmt | For | For | For |
| 10.5 | Ratify Ernst & Young AG as Auditors | Mgmt | For | For | For |
| 11.1 | Amend Articles Re: Share Register; Shareholder Representation | Mgmt | For | For | For |
| 11.2 | Amend Articles Re: Remuneration of Board and Senior Management | Mgmt | For | For | For |
| 12.1 | Additional Voting Instructions - General Additions and Amendments | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: - These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |
| 12.2 | Additional Voting Instructions - Convocation of an Extraordinary General Meeting | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: - These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |

## Flughafen Zuerich AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12.3 | Additional Voting Instructions - Execution of a Special Audit | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: - These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |

## Hermes International SA

**Meeting Date:** 04/17/2026 **Country:** France **Ticker:** RMS

**Record Date:** 04/09/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F48051100

**Shares Voted:** 160

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Discharge of General Managers | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of EUR 18 per Share | Mgmt | For | For | For |
| 5 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and * The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders.* | | | | |
| 6 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.* | | | | |
| 7 | Approve Compensation Report of Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: * The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; * The pay equity ratio's perimeter is not relevant to all the company's employees; and * The company remains unresponsive about last AGM's significant dissent on compensation-related items.* | | | | |

# Hermes International SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve Compensation of Axel Dumas, General Manager | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only, on the basis of previous year results) and as the variable remuneration is nearly uncapped.* | | | | |
| 9 | Approve Compensation of Emile Hermes SAS, General Manager | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only, on the basis of previous year results) and as the variable remuneration is nearly uncapped.* | | | | |
| 10 | Approve Compensation of Éric de Seynes, Chairman of the Supervisory Board | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of General Managers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; and * Despite the addition of a cap mechanism in 2024, the structure of the statutory remuneration seems to remain biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only, on the basis of previous year results) and as the variable remuneration is nearly uncapped.* | | | | |
| 12 | Approve Remuneration Policy of Supervisory Board Members | Mgmt | For | For | For |
| 13 | Reelect Dorothée Altmayer as Supervisory Board Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the reelections of Dorothee Altmayer, Eric de Seynes and Renaud Mommeja are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13, 14 and 15). A vote FOR the election of Lucia Sinapi-Thomas as independent nominee is warranted (Item 16).* | | | | |
| 14 | Reelect Renaud Momméja as Supervisory Board Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the reelections of Dorothee Altmayer, Eric de Seynes and Renaud Mommeja are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13, 14 and 15). A vote FOR the election of Lucia Sinapi-Thomas as independent nominee is warranted (Item 16).* | | | | |
| 15 | Reelect Éric de Seynes as Supervisory Board Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the reelections of Dorothee Altmayer, Eric de Seynes and Renaud Mommeja are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13, 14 and 15). A vote FOR the election of Lucia Sinapi-Thomas as independent nominee is warranted (Item 16).* | | | | |
| 16 | Elect Lucia Sinapi-Thomas as Supervisory Board Member | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 17 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |

## Hermes International SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.* | | | | |
| 19 | Amend Article 24.2 of Bylaws Re: Record Date | Mgmt | For | For | For |
| 20 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Broadcom Inc.

**Meeting Date:** 04/20/2026 **Country:** USA **Ticker:** AVGO

**Record Date:** 02/24/2026 **Meeting Type:** Annual

**Primary Security ID:** 11135F101

**Shares Voted:** 52,362

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Diane M. Bryant | Mgmt | For | For | For |
| 1b | Elect Director Gayla J. Delly | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Kenneth Y. Hao | Mgmt | For | For | For |
| 1d | Elect Director Check Kian Low | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Justine F. Page | Mgmt | For | For | For |
| 1f | Elect Director Henry Samueli | Mgmt | For | For | For |
| 1g | Elect Director Hock E. Tan | Mgmt | For | For | For |
| 1h | Elect Director Harry L. You | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. While acknowledging exceptional short- and long-term performance, there are significant concerns surrounding the committee's decision to grant a large, front-loaded equity award to the CEO. It is recognized that the company provides significant disclosure into the rationale for the award, cites retention concerns as a reason for making the grant, and the goals surrounding the award appear rigorous. However, the rationale for the timing of the award midway through the previous front-loaded award is not considered compelling, even though the performance periods do not overlap. Further, the magnitude of the award is significant, even on an annualized basis, and the front-loaded structure limits the compensation committee's flexibility for unforeseen future events, locking in outsized pay opportunities through FY30. Lastly, the high maximum vesting opportunity is also a concern.* | | | | |

## Jyske Bank A/S

**Meeting Date:** 04/20/2026 **Country:** Denmark **Ticker:** JYSK
**Record Date:** 04/13/2026 **Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** K55633117

**Shares Voted:** 646

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| a1 | Approve DKK 33.1 Million Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |
| a2 | Approve Annual Reports to be Prepared and Submitted in English and/or in Danish | Mgmt | For | For | For |
| b | Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities | Mgmt | For | For | For |
| c | Other Business | Mgmt | | | |

## Lottomatica Group SpA

**Meeting Date:** 04/20/2026 **Country:** Italy **Ticker:** LTMC
**Record Date:** 04/09/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** T64384109

**Shares Voted:** 1,154

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| | Management Proposals | Mgmt | | | |
| 0010 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 0020 | Approve Allocation of Income | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by Faro Games Srl | Mgmt | | | |
| 0030 | Fix Number of Directors | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted because the proposed board size has been disclosed, and no concerns have been noticed.* | | | | |
| 0040 | Fix Board Terms for Directors | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR as it is routine and non-contentious.* | | | | |
| | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |

# Lottomatica Group SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 005A | Slate 1 Submitted by Faro Games Srl | SH | None | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST this slate because: Shareholders can support only one slate. Slate 2 has been put forward by a wide group of institutional investors, and the proposed nominees appear best positioned to provide effective oversight of management's conduct. It is also noted that: The bylaws allocate only one seat to minority slates, a provision that appears misaligned with prevailing market best practices. The absence of a repechage mechanism in cases where the most-voted slate does not include a sufficient number of candidates generally introduces uncertainty as to the voting outcome and may indirectly limit shareholder choice. Concerns are further compounded by the decision to hold a closed-door annual general meeting. The last-minute inclusion of new Item 0060 only partially mitigates these concerns. The roles of chair and CEO are currently combined. As a mitigating factor, this arrangement is intended to be temporary. In addition, the company has appointed a lead independent director, and the board and its committees are considered sufficiently independent.* | | | | |
| 005B | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | For | For |
| | *Voting Policy Rationale: This resolution warrants a vote FOR because: Shareholders can support only one slate. This slate has been put forward by a wide group of institutional investors, and the proposed nominees appear best positioned to provide effective oversight of management's conduct.* | | | | |
| | Management Proposal | Mgmt | | | |
| 0060 | Vote on the Integration of the Board of Directors (In the Event that Slate 2 Obtains the Highest Number of Votes) | Mgmt | For | For | For |
| | Shareholder Proposal Submitted by Faro Games Srl | Mgmt | | | |
| 0070 | Approve Remuneration of Directors | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the company has disclosed the proposed remuneration, and the size of the proposed pool does not appear excessive in light of prevailing market standards. Nevertheless, some concerns remain due to the absence of clear disclosure regarding the allocation among individual board members, which will ultimately be determined by the newly constituted board.* | | | | |
| | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 008A | Slate 1 Submitted by Faro Games Srl | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because: All proposed candidates under both slates possess the professional experience to fulfill their role of statutory auditors. Supporting this slate would ensure that the chairperson of the statutory auditors' board is appointed from the slate proposed by institutional investors.* | | | | |
| 008B | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: Shareholders can support only one slate. All proposed candidates under both slates possess the professional experience to fulfill their role of statutory auditors. Supporting Slate 1 would ensure that the chairperson of the statutory auditors' board is appointed from the slate proposed by institutional investors.* | | | | |
| | Management Proposal | Mgmt | | | |
| 0090 | Vote on the Integration of the Board of Statutory Auditors (In the Event that Slate 2 Obtains the Highest Number of Votes) | Mgmt | For | For | For |
| 0100 | Appoint Chairman of Internal Statutory Auditors | SH | | | |

## Lottomatica Group SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Shareholder Proposal Submitted by Faro Games Srl | Mgmt | | | |
| 0110 | Approve Internal Auditors' Remuneration | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the proposed remuneration has been disclosed, and no concerns have been noticed.* | | | | |
| | Management Proposals | Mgmt | | | |
| 0120 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 0130 | Approve Remuneration Policy | Mgmt | For | For | For |
| 0140 | Approve Second Section of the Remuneration Report | Mgmt | For | For | For |
| 0150 | Approve 2026-2028 Stock Options Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: - The proposed LTIP materially increases long-term incentive opportunity, resulting in potentially excessive pay outcomes, particularly when taking into account the "kick factor" mechanism. - The company does not disclose the financial performance targets underpinning the plan. - The plan grants the board excessive discretion and provides for particularly generous treatment in the event of certain extraordinary events occurring prior to the end of the vesting period, including a change of control, a public takeover or exchange offer, a business combination resulting in substantial shareholder dilution, or other circumstances as determined by the board.* | | | | |
| | Extraordinary Business | Mgmt | | | |
| 0160 | Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5 | Mgmt | For | For | For |

## Amrize Ltd.

**Meeting Date:** 04/21/2026 **Country:** Switzerland **Ticker:** AMRZ

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H2927K103

**Shares Voted:** 7,186

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 5 | Approve Non-Financial Report (Non-Binding) | Mgmt | For | For | For |
| 6 | Approve Treatment of Net Loss | Mgmt | For | For | For |

## Amrize Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Special Dividends of USD 0.44 per Share From Legal Reserves through Capital Contribution Reserves | Mgmt | For | For | For |
| 8 | Approve Dividends of USD 0.44 per Share from Legal Reserves through Capital Contribution Reserves | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 10A | Reelect Jan Jenisch as Director | Mgmt | For | For | For |
| 10B | Reelect Nick Gangestad as Director | Mgmt | For | For | For |
| 10C | Reelect Dwight Gibson as Director | Mgmt | For | For | For |
| 10D | Reelect Holli Ladhani as Director | Mgmt | For | For | For |
| 10E | Reelect Michael McKelvy as Director | Mgmt | For | For | For |
| 10F | Reelect Juerg Oleas as Director | Mgmt | For | For | For |
| 10G | Reelect Robert Rivkin as Director | Mgmt | For | For | For |
| 10H | Reelect Katja Roth Pellanda as Director | Mgmt | For | For | For |
| 10I | Reelect Maria Cristina Wilbur as Director | Mgmt | For | For | For |
| 10J | Elect Don Newman as Director | Mgmt | For | For | For |
| 10K | Elect Jacques Wolf Sanche as Director | Mgmt | For | For | For |
| 11 | Reelect Jan Jenisch as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Jan Jenisch as board chair is warranted because he serves as combined CEO/chair.* | | | | |
| 12A | Reappoint Nick Gangestad as Member of the Compensation Committee | Mgmt | For | For | For |
| 12B | Reappoint Katja Pellanda as Member of the Compensation Committee | Mgmt | For | For | For |
| 12C | Reappoint Maria Wilbur as Member of the Compensation Committee | Mgmt | For | For | For |
| 13 | Approve Remuneration of Directors in the Amount of USD 3.6 Million | Mgmt | For | For | For |
| 14 | Approve Remuneration of Executive Committee in the Amount of USD 59 Million | Mgmt | For | For | For |

## Amrize Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Reelect Ernst & Young AG as Statutory Auditors and Ratify Ernst & Young LLP as Auditors for U.S. Securities Law | Mgmt | For | For | For |
| 16 | Designate Advoro Zurich Ltd as Independent Proxy | Mgmt | For | For | For |
| 17 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.* | | | | |

## Bavarian Nordic A/S

**Meeting Date:** 04/21/2026 **Country:** Denmark **Ticker:** BAVA

**Record Date:** 04/14/2026 **Meeting Type:** Annual

**Primary Security ID:** K0834C111

**Shares Voted:** 523

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted despite some shareholder responsiveness and improvements to the compensation framework since the level of disclosure surrounding the variable incentives is well below par, and because average performance has lead to consistent maximum outcome under variable pay schemes.* | | | | |
| 5 | Approve Discharge of Management and Board | Mgmt | For | For | For |
| 6.1 | Reelect Anne Louise Eberhard as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Anne Louise Eberhard, Heidi Hunter, and Franciscus (Frank) Verwiel is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 6.2 | Reelect Frank Verwiel as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Anne Louise Eberhard, Heidi Hunter, and Franciscus (Frank) Verwiel is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 6.3 | Reelect Heidi Hunter as Director | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTENTION with respect to the (re)election to the board of incumbent nominating committee members Anne Louise Eberhard, Heidi Hunter, and Franciscus (Frank) Verwiel is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 6.4 | Reelect Johan van Hoof as Director | Mgmt | For | For | For |

## Bavarian Nordic A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.5 | Elect Charl van Zyl as New Director | Mgmt | For | For | For |
| 6.6 | Elect Hans Martin Smith as New Director | Mgmt | For | For | For |
| 6.7 | Elect Svend Andersen as New Director | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by Wismann Holding ApS | Mgmt | | | |
| 6.8 | Elect Lars Wismann as New Director | SH | Abstain | Abstain | Abstain |
| | Management Proposals | Mgmt | | | |
| 7 | Ratify KPMG as Auditors; Appoint KPMG as Authorized Sustainability Auditors | Mgmt | For | For | For |
| 8a | Approve Creation of DKK 79.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 79.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 79.2 Million | Mgmt | For | For | For |
| 8b | Approve Issuance of Convertible Notes without Preemptive Rights up to Aggregate Nominal Amount of DKK 79.2 Million | Mgmt | For | For | For |
| 8c | Approve Issuance of Warrants for Key Employees; Approve Creation of DKK 22 Million Pool of Conditional Capital to Guarantee Conversion Rights | Mgmt | For | For | For |
| 8d | Approve Remuneration of Directors in the Amount of DKK 951,000 for Chair, DKK 634,000 for Vice Chairman, and DKK 317,000 for Other Directors; Approve Committee Fees; Approve Meeting Fees | Mgmt | For | For | For |
| 8e | Authorize Share Repurchase Program | Mgmt | For | For | For |

## BigBear.ai Holdings, Inc.

**Meeting Date:** 04/21/2026 **Country:** USA **Ticker:** BBAI

**Record Date:** 03/30/2026 **Meeting Type:** Special

**Primary Security ID:** 08975B109

## BigBear.ai Holdings, Inc.

**Shares Voted:** 9,392

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

## Charter Communications, Inc.

**Meeting Date:** 04/21/2026 **Country:** USA **Ticker:** CHTR

**Record Date:** 02/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 16119P108

**Shares Voted:** 890

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Eric L. Zinterhofer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director W. Lance Conn | Mgmt | For | For | For |
| 1c | Elect Director Wade Davis | Mgmt | For | For | For |
| 1d | Elect Director Kim C. Goodman | Mgmt | For | For | For |
| 1e | Elect Director John D. Markley, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Steven A. Miron | Mgmt | For | For | For |
| 1g | Elect Director Balan Nair | Mgmt | For | For | For |
| 1h | Elect Director Michael A. Newhouse | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Martin E. Patterson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Mauricio Ramos | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Carolyn J. Slaski | Mgmt | For | For | For |
| 1l | Elect Director J. David Wargo | Mgmt | For | For | For |
| 1m | Elect Director Christopher L. Winfrey | Mgmt | For | For | For |

## Charter Communications, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The equity program is estimated to be excessively dilutive (overriding factor) - The plan lacks sufficient positive features (overriding factor) - The plan cost is excessive - The estimated duration of available and proposed shares exceeds six years - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Though the annual bonus is based on pre-set objective metrics, one financial target was set below the prior year's actual performance. The CEO's base salary and target bonus opportunity were also both increased significantly despite recent company underperformance. In addition, though equity grants in FY25 were relatively small, they were entirely time-based with a relatively short time horizon.* | | | | |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Report on Political Contributions | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure would allow shareholders to more comprehensively evaluate the company's use of corporate funds in the political process and its management of related activities.* | | | | |

## Datadog, Inc.

**Meeting Date:** 04/21/2026 **Country:** USA **Ticker:** DDOG
**Record Date:** 02/24/2026 **Meeting Type:** Special
**Primary Security ID:** 23804L103

**Shares Voted:** 2,103

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Change State of Incorporation from Delaware to Nevada | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The potential benefits for shareholders resulting from the reincorporation proposal are not considered to outweigh the potential negative effects to shareholder rights.* | | | | |

## DNB Bank ASA

**Meeting Date:** 04/21/2026 **Country:** Norway **Ticker:** DNB
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** R1R15X100

**Shares Voted:** 8,151

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting; Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |

## DNB Bank ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 18 Per Share | Mgmt | For | For | For |
| 5 | Approve Reduction in Share Capital via Share Cancellation and Redemption of Shares Owned by the Norwegian State | Mgmt | For | For | For |
| 6a | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 6b | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 7 | Authorize Board to Raise Debt Capital | Mgmt | For | For | For |
| 8 | Approve Remuneration Statement (Advisory) | Mgmt | For | For | For |
| 9 | Discuss Company's Corporate Governance Statement | Mgmt | | | |
| 10 | Elect Directors | Mgmt | For | For | For |
| 11 | Elect Members of Nominating Committee | Mgmt | For | For | For |
| 12 | Approve Remuneration of Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 13 | Approve Remuneration of Auditors | Mgmt | For | For | For |

## Fifth Third Bancorp

**Meeting Date:** 04/21/2026 **Country:** USA **Ticker:** FITB

**Record Date:** 02/24/2026 **Meeting Type:** Annual

**Primary Security ID:** 316773100

**Shares Voted:** 23,914

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Nicholas K. Akins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Priscilla Almodovar | Mgmt | For | For | For |
| 1c | Elect Director B. Evan Bayh, III | Mgmt | For | For | For |

## Fifth Third Bancorp

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Jorge L. Benitez | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Katherine B. Blackburn | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Linda W. Clement-Holmes | Mgmt | For | For | For |
| 1g | Elect Director C. Bryan Daniels | Mgmt | For | For | For |
| 1h | Elect Director Laurent Desmangles | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Mitchell S. Feiger | Mgmt | For | For | For |
| 1j | Elect Director Gary R. Heminger | Mgmt | For | For | For |
| 1k | Elect Director Derek J. Kerr | Mgmt | For | For | For |
| 1l | Elect Director Eileen A. Mallesch | Mgmt | For | For | For |
| 1m | Elect Director Kathleen A. Rogers | Mgmt | For | For | For |
| 1n | Elect Director Barbara R. Smith | Mgmt | For | For | For |
| 1o | Elect Director Timothy N. Spence | Mgmt | For | For | For |
| 1p | Elect Director Michael G. Van de Ven | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Galenica AG

**Meeting Date:** 04/21/2026 **Country:** Switzerland **Ticker:** GALE

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H85158113

**Shares Voted:** 226

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |

# Galenica AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Approve Non-Financial Report | Mgmt | For | For | For |
| 2 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 3.1 | Approve Allocation of Income and Dividends of CHF 1.25 from Retained Earnings | Mgmt | For | For | For |
| 3.2 | Approve Dividends of CHF 1.25 per Share from Capital Contribution Reserves | Mgmt | For | For | For |
| 4 | Approve Creation of Capital Band within the Upper Limit of CHF 5.5 Million and the Lower Limit of CHF 4.8 Million with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 5.1.1 | Reelect Markus Neuhaus as Director and Board Chair | Mgmt | For | For | For |
| 5.1.2 | Reelect Pascale Bruderer as Director | Mgmt | For | For | For |
| 5.1.3 | Reelect Nadine Balkanyi-Nordmann as Director | Mgmt | For | For | For |
| 5.1.4 | Reelect Bertrand Jungo as Director | Mgmt | For | For | For |
| 5.1.5 | Reelect Judith Meier as Director | Mgmt | For | For | For |
| 5.1.6 | Reelect Solange Peters as Director | Mgmt | For | For | For |
| 5.1.7 | Reelect Joerg Zulauf as Director | Mgmt | For | For | For |
| 5.2.1 | Reappoint Bertrand Jungo as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.2.2 | Reappoint Pascale Bruderer as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.2.3 | Reappoint Solange Peters as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.3 | Designate Walder Wyss AG as Independent Proxy | Mgmt | For | For | For |
| 5.4 | Ratify Ernst & Young AG as Auditors | Mgmt | For | For | For |
| 6.1 | Approve Remuneration of Directors in the Amount of CHF 1.9 Million | Mgmt | For | For | For |
| 6.2 | Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million | Mgmt | For | For | For |

## Galenica AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## Getinge AB

**Meeting Date:** 04/21/2026 **Country:** Sweden **Ticker:** GETI.B

**Record Date:** 04/13/2026 **Meeting Type:** Annual

**Primary Security ID:** W3443C107

**Shares Voted:** 1,397

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive CEO's Report | Mgmt | | | |
| 8 | Receive Board's and Board Committee's Reports | Mgmt | | | |
| 9 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 10 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 11 | Approve Allocation of Income and Dividends of SEK 4.75 Per Share | Mgmt | For | For | For |
| 12a | Approve Discharge of Carl Bennet | Mgmt | For | For | For |
| 12b | Approve Discharge of Johan Bygge | Mgmt | For | For | For |
| 12c | Approve Discharge of Cecilia Daun Wennborg | Mgmt | For | For | For |
| 12d | Approve Discharge of Dan Frohm | Mgmt | For | For | For |
| 12e | Approve Discharge of Johan Malmquist | Mgmt | For | For | For |
| 12f | Approve Discharge of Malin Persson | Mgmt | For | For | For |

# Getinge AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12g | Approve Discharge of Kristian Samuelsson | Mgmt | For | For | For |
| 12h | Approve Discharge of Ulrika Dellby | Mgmt | For | For | For |
| 12.i | Approve Discharge of Board Member and CEO Mattias Perjos | Mgmt | For | For | For |
| 12j | Approve Discharge of Fredrik Brattborn | Mgmt | For | For | For |
| 12k | Approve Discharge of Ake Larsson | Mgmt | For | For | For |
| 12l | Approve Discharge of Pontus Kall | Mgmt | For | For | For |
| 12m | Approve Discharge of Ida Ekman | Mgmt | For | For | For |
| 13a | Determine Number of Members (9) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 13b | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 14a | Approve Remuneration of Directors in the Aggregate Amount of SEK 7.1 Million; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 14b | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15a | Reelect Carl Bennet as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board Diversity A vote AGAINST incumbent nominating committee members Johan Malmquist and Carl Bennet is warranted for lack of diversity on the board. Board Independence A vote AGAINST nominees Carl Bennet, Johan Bygge, Cecilia Daun Wennborg, Dan Frohm and Johan Malmquist (Items 15a, 15b, 15c, 15d, and 15e) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Overboarding A vote AGAINST nominees Carl Bennet, Johan Bygge and (Items 15a and 15b) is further warranted due to them being considered overboarded. Audit Committee Independence A vote AGAINST nominees Johan Bygge, Cecilia Daun Wennborg and Dan Frohm (Items 15b, 15c and 15d) is also warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Johan Bygge is a non-independent chair of the audit committee. Remuneration Committee Independence A vote AGAINST nominees Carl Bennet, Dan Frohm and Johan Malmquist (Items 15a, 15d and 15e) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 15b | Reelect Johan Bygge as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board Diversity A vote AGAINST incumbent nominating committee members Johan Malmquist and Carl Bennet is warranted for lack of diversity on the board. Board Independence A vote AGAINST nominees Carl Bennet, Johan Bygge, Cecilia Daun Wennborg, Dan Frohm and Johan Malmquist (Items 15a, 15b, 15c, 15d, and 15e) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Overboarding A vote AGAINST nominees Carl Bennet, Johan Bygge and (Items 15a and 15b) is further warranted due to them being considered overboarded. Audit Committee Independence A vote AGAINST nominees Johan Bygge, Cecilia Daun Wennborg and Dan Frohm (Items 15b, 15c and 15d) is also warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Johan Bygge is a non-independent chair of the audit committee. Remuneration Committee Independence A vote AGAINST nominees Carl Bennet, Dan Frohm and Johan Malmquist (Items 15a, 15d and 15e) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote FOR the remaining nominees is warranted.* | | | | |

# Getinge AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15c | Reelect Cecilia Daun Wennborg as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board Diversity A vote AGAINST incumbent nominating committee members Johan Malmquist and Carl Bennet is warranted for lack of diversity on the board. Board Independence A vote AGAINST nominees Carl Bennet, Johan Bygge, Cecilia Daun Wennborg, Dan Frohm and Johan Malmquist (Items 15a, 15b, 15c, 15d, and 15e) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Overboarding A vote AGAINST nominees Carl Bennet, Johan Bygge and (Items 15a and 15b) is further warranted due to them being considered overboarded. Audit Committee Independence A vote AGAINST nominees Johan Bygge, Cecilia Daun Wennborg and Dan Frohm (Items 15b, 15c and 15d) is also warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Johan Bygge is a non-independent chair of the audit committee. Remuneration Committee Independence A vote AGAINST nominees Carl Bennet, Dan Frohm and Johan Malmquist (Items 15a, 15d and 15e) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 15d | Reelect Dan Frohm as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board Diversity A vote AGAINST incumbent nominating committee members Johan Malmquist and Carl Bennet is warranted for lack of diversity on the board. Board Independence A vote AGAINST nominees Carl Bennet, Johan Bygge, Cecilia Daun Wennborg, Dan Frohm and Johan Malmquist (Items 15a, 15b, 15c, 15d, and 15e) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Overboarding A vote AGAINST nominees Carl Bennet, Johan Bygge and (Items 15a and 15b) is further warranted due to them being considered overboarded. Audit Committee Independence A vote AGAINST nominees Johan Bygge, Cecilia Daun Wennborg and Dan Frohm (Items 15b, 15c and 15d) is also warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Johan Bygge is a non-independent chair of the audit committee. Remuneration Committee Independence A vote AGAINST nominees Carl Bennet, Dan Frohm and Johan Malmquist (Items 15a, 15d and 15e) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 15e | Reelect Johan Malmquist as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board Diversity A vote AGAINST incumbent nominating committee members Johan Malmquist and Carl Bennet is warranted for lack of diversity on the board. Board Independence A vote AGAINST nominees Carl Bennet, Johan Bygge, Cecilia Daun Wennborg, Dan Frohm and Johan Malmquist (Items 15a, 15b, 15c, 15d, and 15e) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Overboarding A vote AGAINST nominees Carl Bennet, Johan Bygge and (Items 15a and 15b) is further warranted due to them being considered overboarded. Audit Committee Independence A vote AGAINST nominees Johan Bygge, Cecilia Daun Wennborg and Dan Frohm (Items 15b, 15c and 15d) is also warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Johan Bygge is a non-independent chair of the audit committee. Remuneration Committee Independence A vote AGAINST nominees Carl Bennet, Dan Frohm and Johan Malmquist (Items 15a, 15d and 15e) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 15f | Reelect Mattias Perjos as Director | Mgmt | For | For | For |
| 15g | Reelect Kristian Samuelsson as Director | Mgmt | For | For | For |
| 15h | Reelect Ulrika Dellby as Director | Mgmt | For | For | For |
| 15.i | Elect Camilla Sylvest as New Director | Mgmt | For | For | For |
| 15j | Reelect Johan Malmquist as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported. Additionally, upon election as board chair he would hold three chair positions in aggregate and would thus be considered overboarded.* | | | | |
| 16 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 17 | Approve Remuneration Report | Mgmt | For | For | For |

## Getinge AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 19 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 20 | Close Meeting | Mgmt | | | |

## M&T Bank Corporation

**Meeting Date:** 04/21/2026 **Country:** USA **Ticker:** MTB

**Record Date:** 02/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 55261F104

**Shares Voted:** 5,442

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director John P. Barnes | Mgmt | For | For | For |
| 1.2 | Elect Director Carlton J. Charles | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Jane Chwick | Mgmt | For | For | For |
| 1.4 | Elect Director William F. Cruger, Jr. | Mgmt | For | For | For |
| 1.5 | Elect Director Leslie V. Godridge | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Rene F. Jones | Mgmt | For | For | For |
| 1.7 | Elect Director Richard H. Ledgett, Jr. | Mgmt | For | For | For |
| 1.8 | Elect Director Melinda R. Rich | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Denis J. Salamone | Mgmt | For | For | For |
| 1.10 | Elect Director Rudina Seseri | Mgmt | For | For | For |
| 1.11 | Elect Director Kirk W. Walters | Mgmt | For | For | For |
| 1.12 | Elect Director Herbert L. Washington | Mgmt | For | For | For |

## M&T Bank Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Northern Trust Corporation

**Meeting Date:** 04/21/2026 **Country:** USA **Ticker:** NTRS

**Record Date:** 02/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 665859104

**Shares Voted:** 7,297

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Susan Crown | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Chandra Dhandapani | Mgmt | For | For | For |
| 1c | Elect Director Dean M. Harrison | Mgmt | For | For | For |
| 1d | Elect Director Jay L. Henderson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Marcy S. Klevorn | Mgmt | For | For | For |
| 1f | Elect Director Siddharth N. "Bobby" Mehta | Mgmt | For | For | For |
| 1g | Elect Director Robert E. Moritz | Mgmt | For | For | For |
| 1h | Elect Director Michael G. O'Grady | Mgmt | For | For | For |
| 1i | Elect Director Richard M. Petrino | Mgmt | For | For | For |
| 1j | Elect Director Martin P. Slark | Mgmt | For | For | For |
| 1k | Elect Director David H. B. Smith, Jr. | Mgmt | For | For | For |
| 1l | Elect Director Donald Thompson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Northern Trust Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1m | Elect Director Charles A. Tribbett, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Summerset Group Holdings Limited

**Meeting Date:** 04/21/2026 **Country:** New Zealand **Ticker:** SUM
**Record Date:** 04/17/2026 **Meeting Type:** Annual
**Primary Security ID:** Q8794G109

**Shares Voted:** 1,264,169

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Authorize Board to Fix Remuneration of the Auditors | Mgmt | For | For | For |
| 2 | Elect Andrew Wong as Director | Mgmt | For | For | For |
| 3 | Elect Venasio-Lorenzo (Vena) Crawley as Director | Mgmt | For | For | For |
| 4 | Elect Fiona Oliver as Director | Mgmt | For | For | For |
| 5 | ***Withdrawn Resolution*** Approve Increase in Maximum Aggregate Remuneration to Directors | Mgmt | | | |

## U.S. Bancorp

**Meeting Date:** 04/21/2026 **Country:** USA **Ticker:** USB
**Record Date:** 02/24/2026 **Meeting Type:** Annual
**Primary Security ID:** 902973304

**Shares Voted:** 24,848

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Warner L. Baxter | Mgmt | For | For | For |
| 1b | Elect Director Dorothy Bridges | Mgmt | For | For | For |
| 1c | Elect Director Elizabeth L. Buse | Mgmt | For | For | For |
| 1d | Elect Director Alan B. Colberg | Mgmt | For | For | For |

## U.S. Bancorp

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Kimberly N. Ellison-Taylor | Mgmt | For | For | For |
| 1f | Elect Director Aleem Gillani | Mgmt | For | For | For |
| 1g | Elect Director Roland A. Hernandez | Mgmt | For | For | For |
| 1h | Elect Director Gunjan Kedia | Mgmt | For | For | For |
| 1i | Elect Director Richard P. McKenney | Mgmt | For | For | For |
| 1j | Elect Director Yusuf I. Mehdi | Mgmt | For | For | For |
| 1k | Elect Director Loretta E. Reynolds | Mgmt | For | For | For |
| 1l | Elect Director John P. Wiehoff | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## VERBUND AG

**Meeting Date:** 04/21/2026 **Country:** Austria **Ticker:** VER

**Record Date:** 04/10/2026 **Meeting Type:** Annual

**Primary Security ID:** A91460104

**Shares Voted:** 8,562

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 2.00 per Share and Special Dividends of EUR 1.15 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Ratify Ernst & Young as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7.1 | Reelect Edith Hlawati as Supervisory Board Member | Mgmt | For | For | For |

## VERBUND AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.2 | Reelect Juergen Roth as Supervisory Board Member | Mgmt | For | For | For |
| 7.3 | Reelect Christa Schlager as Supervisory Board Member | Mgmt | For | For | For |
| 7.4 | Elect Sabine Stock as Supervisory Board Member | Mgmt | For | For | For |
| 7.5 | Reelect Stefan Szyszkowitz as Supervisory Board Member | Mgmt | For | For | For |
| 7.6 | Reelect Peter Weinelt as Supervisory Board Member | Mgmt | For | For | For |

## Vivendi SE

**Meeting Date:** 04/21/2026 **Country:** France **Ticker:** VIV

**Record Date:** 04/13/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F97982106

**Shares Voted:** 4,065

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of EUR 0.04 per Share | Mgmt | For | For | For |
| 5 | Approve Compensation Report of Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because of the repeated lack of responsiveness following shareholders' dissent on multiple remuneration related resolutions at previous AGMs.* | | | | |
| 6 | Approve Compensation of Yannick Bolloré, Chairman of the Supervisory Board | Mgmt | For | For | For |
| 7 | Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board | Mgmt | For | For | For |
| 8 | Approve Compensation of Frédéric Crépin, Management Board Member | Mgmt | For | For | For |

## Vivendi SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Approve Compensation of François Laroze, Management Board Member | Mgmt | For | For | For |
| 10 | Approve Compensation of Céline Merle-Béral, Management Board Member | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Supervisory Board Members and Chairman | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of Chairman of the Management Board | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of Management Board Members | Mgmt | For | For | For |
| 14 | Reelect Maud Fontenoy as Supervisory Board Member | Mgmt | For | For | For |
| 15 | Ratify Appointment of Bernard Osta as Supervisory Board Member | Mgmt | For | For | For |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 17 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 18 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 19 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt | For | For | For |
| 20 | Amend Article 10.4 of Bylaws Re: Written Consultation | Mgmt | For | For | For |
| 21 | Amend Article 16.4 of Bylaws to Incorporate Legal Changes Re: Record Date | Mgmt | For | For | For |
| 22 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Yunnan Baiyao Group Co., Ltd.

**Meeting Date:** 04/21/2026 **Country:** China **Ticker:** 000538

**Record Date:** 04/14/2026 **Meeting Type:** Annual

**Primary Security ID:** Y9879F108

## Yunnan Baiyao Group Co., Ltd.

**Shares Voted:** 8,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Profit Distribution | Mgmt | For | For | For |
| 3 | Approve Related Party Transaction | Mgmt | For | For | For |
| 4 | Approve Formulation of Remuneration Management System for Directors and Senior Management Members | Mgmt | For | For | For |
| 5 | Approve 2025 Remuneration of Directors, Supervisors | Mgmt | For | For | For |

## Zhejiang Chint Electrics Co., Ltd.

**Meeting Date:** 04/21/2026 **Country:** China **Ticker:** 601877

**Record Date:** 04/14/2026 **Meeting Type:** Special

**Primary Security ID:** Y988AY103

**Shares Voted:** 16,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Issuance of H Shares and Listing on the Hong Kong Stock Exchange | Mgmt | For | For | For |
| | APPROVE PLAN FOR ISSUANCE OF H SHARES AND LISTING ON THE HONG KONG STOCK EXCHANGE | Mgmt | | | |
| 2.1 | Approve Listing Location | Mgmt | For | For | For |
| 2.2 | Approve Share Type and Par Value | Mgmt | For | For | For |
| 2.3 | Approve Issuance and Listing Time | Mgmt | For | For | For |
| 2.4 | Approve Issuance Method | Mgmt | For | For | For |
| 2.5 | Approve Issuance Size | Mgmt | For | For | For |
| 2.6 | Approve Target Subscribers | Mgmt | For | For | For |
| 2.7 | Approve Pricing Principles | Mgmt | For | For | For |
| 2.8 | Approve Offering Principles | Mgmt | For | For | For |
| 2.9 | Approve Underwriting Method | Mgmt | For | For | For |
| 2.10 | Approve Financing Cost Analysis | Mgmt | For | For | For |
| 2.11 | Approve Selection of Issuance Intermediaries | Mgmt | For | For | For |

## Zhejiang Chint Electrics Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Conversion to an Overseas Fundraising Company | Mgmt | For | For | For |
| 4 | Approve Usage Plan of Raised Funds | Mgmt | For | For | For |
| 5 | Approve Resolution Validity Period | Mgmt | For | For | For |
| 6 | Approve Distribution Arrangement of Cumulative Earnings | Mgmt | For | For | For |
| 7 | Approve to Appoint Auditor | Mgmt | For | For | For |
| 8 | Approve Purchase of Liability Insurance for Directors and Senior Management Members and Prospectus Liability Insurance | Mgmt | For | For | For |
| 9 | Elect Liu Wu as Independent Director | Mgmt | For | For | For |
| 10 | Approve Determination of the Roles of Company Directors | Mgmt | For | For | For |
| 11 | Approve to Formulate the Remuneration Management System for Directors and Senior Management Members | Mgmt | For | For | For |
| 12 | Approve Authorization of the Board to Handle All Related Matters | Mgmt | For | For | For |
| | AMEND AND FORMULATE THE COMPANY'S INTERNAL GOVERNANCE SYSTEM APPLICABLE AFTER THE H SHARE ISSUANCE AND LISTING | Mgmt | | | |
| 13.1 | Amend the Independent Director Working System (Draft) | Mgmt | For | For | For |
| 13.2 | Amend the Related Party Transaction Decision-Making System (Draft) | Mgmt | For | For | For |
| 13.3 | Amend the Information Disclosure Management System (Draft) | Mgmt | For | For | For |
| 14 | Amend the Articles of Association and Related Rules of Procedure Applicable After the Issuance and Listing of H Shares | Mgmt | For | For | For |

## A10 Networks, Inc.

**Meeting Date:** 04/22/2026 **Country:** USA **Ticker:** ATEN

**Record Date:** 02/26/2026 **Meeting Type:** Annual

**Primary Security ID:** 002121101

## A10 Networks, Inc.

**Shares Voted:** 315

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Tor R. Braham | Mgmt | For | For | For |
| 1b | Elect Director Peter Y. Chung | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Eric Singer | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Dhrupad Trivedi | Mgmt | For | For | For |
| 1e | Elect Director Dana Wolf | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: The company has not disclosed any short- and long-term E&S performance incentives; and The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements. A vote AGAINST this proposal is further warranted as while pay and performance are reasonably aligned for the year in review, a former NEO received severance benefits upon employment separation that does not appear to be involuntary, which is considered a problematic pay practice. Severance benefits are not considered appropriate for employment separations that are not involuntary as it is designed as protection against an involuntary job loss.* | | | | |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |

## ABN AMRO Bank NV

**Meeting Date:** 04/22/2026 **Country:** Netherlands **Ticker:** ABN

**Record Date:** 03/25/2026 **Meeting Type:** Annual

**Primary Security ID:** N0162C102

**Shares Voted:** 5,929

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2a | Receive Report of Executive Board (Non-Voting) | Mgmt | | | |
| 2b | Receive Report of Supervisory Board (Non-Voting) | Mgmt | | | |
| 2c | Receive Presentation of the Employee Council | Mgmt | | | |
| 2d | Discussion on Company's Corporate Governance Structure | Mgmt | | | |

# ABN AMRO Bank NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2e | Approve Remuneration Report | Mgmt | For | For | For |
| 2f | Receive Presentation of the Auditor | Mgmt | | | |
| 2g | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3a | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 3b | Approve Dividends | Mgmt | For | For | For |
| 4a | Approve Discharge of Executive Board | Mgmt | For | For | For |
| 4b | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 5. | Receive Auditor's Report (Non-Voting) | Mgmt | | | |
| 6a | Announce Vacancies on the Supervisory Board | Mgmt | | | |
| 6b | Opportunity to Make Recommendations | Mgmt | | | |
| 6c | Opportunity for Employees Council to Explain the Position Statements | Mgmt | | | |
| 6d | Reelect Sarah Russell to Supervisory Board | Mgmt | For | For | For |
| 6e | Elect Jean-Pierre Mustier to Supervisory Board | Mgmt | For | For | For |
| 7a | Notification of the Intended Reappointment of Dan Dorner as Member of the Executive Board with the Title Chief Commercial Officer Corporate Banking | Mgmt | | | |
| 7b | Notification of the Intended Reappointment of Choy van der Hooft-Cheong as Member of the Executive Board with the Title Chief Commercial Officer Wealth Management | Mgmt | | | |
| 7c | Notification of the Intended Reappointment of Annerie Vreugdenhil as Member of the Executive Board with the Title Chief Commercial Officer Personal & Business Banking | Mgmt | | | |
| 8. | Approve Cross-Border Merger of ABN AMRO and Hauck Aufhauser Lampe Privatbank AG | Mgmt | For | For | For |
| 9a | Grant Board Authority to Issue Shares | Mgmt | For | For | For |

## ABN AMRO Bank NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9b | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 9c | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 10. | Approve Cancellation of Shares | Mgmt | For | For | For |
| 11. | Close Meeting | Mgmt | | | |

## Aker ASA

**Meeting Date:** 04/22/2026 **Country:** Norway **Ticker:** AKER

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** R0114P108

**Shares Voted:** 154

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting; Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 2 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 3 | Receive Company Status Reports | Mgmt | | | |
| 4 | Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 29.00 Per Share | Mgmt | For | For | For |
| 5 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to uncapped extraordinary remuneration and the variable pay program for the CEO which appears to lack any measurable and concrete performance criteria.* | | | | |
| 6 | Approve Remuneration Statement (Advisory) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the remuneration report does not provide sufficient disclosure of variable remuneration and the CFO was granted an extraordinary bonus without a compelling rationale.* | | | | |
| 7 | Discuss Company's Corporate Governance Statement | Mgmt | | | |
| 8 | Approve Remuneration of Directors in the Amount of NOK 765,000 for Chair, NOK 525,000 for Vice Chair and NOK 468,000 for Other Directors; Approve Remuneration of Members of the Audit Committee | Mgmt | For | For | For |
| 9 | Approve Remuneration of Nominating Committee | Mgmt | For | For | For |

## Aker ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10.1 | Reelect Kjell Inge Rokke (Chair) as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Kjell Inge Rokke is warranted for lack of diversity on the board. A vote AGAINST nominees Kjell Inge Rokke and Kristin Krohn Devold (Items 10.1 and 10.2) is further warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST nominee Kristin Krohn Devold (Item 10.2) is also warranted due to her status as a non-independent member of the audit committee combined with insufficient overall independence of said committee.* | | | | |
| 10.2 | Reelect Kristin Krohn Devold as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Kjell Inge Rokke is warranted for lack of diversity on the board. A vote AGAINST nominees Kjell Inge Rokke and Kristin Krohn Devold (Items 10.1 and 10.2) is further warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST nominee Kristin Krohn Devold (Item 10.2) is also warranted due to her status as a non-independent member of the audit committee combined with insufficient overall independence of said committee.* | | | | |
| 11 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 12 | Approve Nomination Committee Procedures | Mgmt | For | For | For |
| 13 | Amend Articles Re: Nomination Committee | Mgmt | For | For | For |
| 14 | Authorize Share Repurchase Program in Connection with Acquisitions, Mergers, Demergers or Other Transactions | Mgmt | For | For | For |
| 15 | Authorize Share Repurchase Program in Connection with Incentive Plan | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program for Investment Purposes or Cancellation | Mgmt | For | For | For |
| 17 | Authorize Board to Distribute Additional Dividends | Mgmt | For | For | For |
| 18 | Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights | Mgmt | For | For | For |

## ASML Holding NV

**Meeting Date:** 04/22/2026 **Country:** Netherlands **Ticker:** ASML
**Record Date:** 03/25/2026 **Meeting Type:** Annual
**Primary Security ID:** N07059202

**Shares Voted:** 2,247

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |

# ASML Holding NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Discuss the Company's Business, Financial Situation and ESG Sustainability | Mgmt | | | |
| 3.a. | Approve Remuneration Report | Mgmt | For | For | For |
| 3.b. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3.c. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 3.d. | Approve Dividends | Mgmt | For | For | For |
| 4.a. | Approve Discharge of Management Board | Mgmt | For | For | For |
| 4.b. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 5 | Approve Number of Shares for Management Board | Mgmt | For | For | For |
| 6.a. | Announce Intention to Appoint M.J.A. Pieters to Management Board as Chief Technology Officer | Mgmt | | | |
| 6.b. | Announce Intention to Appoint R.J.M. Dassen to Management Board as Chief Financial Officer | Mgmt | | | |
| 6.c. | Announce Intention to Appoint F.J.M. SchneiderMaunoury to Management Board as Chief Operations Officer | Mgmt | | | |
| 7.a. | Reelect T.L. Kelly to Supervisory Board | Mgmt | For | For | For |
| 7.b. | Reelect A.L. Steegen to Supervisory Board | Mgmt | For | For | For |
| 7.c. | Elect B. Loh to Supervisory Board | Mgmt | For | For | For |
| 7.d. | Discuss Composition of the Supervisory Board | Mgmt | | | |
| 8.a. | Appoint PricewaterhouseCoopers Accountants N.V. as Auditors | Mgmt | For | For | For |
| 8.b. | Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 9.a. | Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger, Acquisition or Alliances | Mgmt | For | For | For |
| 9.b. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |

## ASML Holding NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Authorize Repurchase of Up to 10 Percent of Issued Share Capitalc | Mgmt | For | For | For |
| 11 | Authorize Cancellation of Ordinary Shares | Mgmt | For | For | For |
| 12 | Other Business (non-voting) | Mgmt | | | |
| 13 | Close Meeting | Mgmt | | | |

## BAWAG Group AG

**Meeting Date:** 04/22/2026 **Country:** Austria **Ticker:** BG

**Record Date:** 04/10/2026 **Meeting Type:** Annual

**Primary Security ID:** A0997C107

**Shares Voted:** 1,080

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Ratify Auditors and Auditor for Sustainability Reporting for Fiscal Year 2027 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * While we acknowledge the company's efforts to reduce the base salary of the executives, the management board's pay package remains substantially above what peers are paying, mainly stemming from the base salary, which is even above that of Europe's largest banks. We emphasize that this has been a concern for a number of years. * The report does not directly address the concerns raised by shareholders regarding the vote on the remuneration policy in the past year.* | | | | |
| 7 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |

## Beazley Plc

**Meeting Date:** 04/22/2026 **Country:** United Kingdom **Ticker:** BEZ

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** G0936K107

# Beazley Plc

**Shares Voted:** 5,413

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is considered warranted due to concerns regarding the scale, timing and proportionality of the proposed increase in maximum variable remuneration, particularly the increase in LTIP opportunity for the CEO from 300% to 500% of salary. Key factors underpinning this recommendation include: * The proposal represents a material escalation in maximum pay opportunity, with the CEO's total remuneration potential increasing by 106.9% since appointment in 2021, driven by successive increases to fixed pay and incentive headroom. * The LTIP increase follows a 23% salary uplift in 2025, which compounds both annual bonus and long-term incentive opportunities, heightening the risk of upward pay ratcheting. * While the Company cites increasing US exposure and competitive pressures, reliance on US and Bermudian peers that are materially larger than Beazley risks overstating the need for such a significant recalibration of incentive limits. * From a UK governance perspective, the proposed limits would position maximum bonus and LTIP opportunities above the upper quartile of FTSE 50-100 financial services peers, notwithstanding Beazley's continued UK listing and governance framework. * The timing of the proposal may now be questionable in light of the Company's expected acquisition by Zurich, raising concerns regarding the appropriateness of introducing a permanent expansion of policy limits shortly ahead of a potential change of control. * While the Committee has sought to strengthen performance alignment, including through the introduction of a relative TSR metric, these measures are not considered sufficient to mitigate concerns regarding the magnitude and permanence of the proposed increase.* | | | | |
| 4 | Approve Interim Dividends | Mgmt | For | For | For |
| 5 | Re-elect Rajesh Agrawal as Director | Mgmt | For | For | For |
| 6 | Re-elect Clive Bannister as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Clive Bannister, Pierre-Olivier Desaulle, Carolyn Johnson, Anthony (John) Reizenstein and Cecilia Reyes Leuzinger is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7 | Re-elect Adrian Cox as Director | Mgmt | For | For | For |
| 8 | Re-elect Pierre-Olivier Desaulle as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Clive Bannister, Pierre-Olivier Desaulle, Carolyn Johnson, Anthony (John) Reizenstein and Cecilia Reyes Leuzinger is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Re-elect Nicola Hodson as Director | Mgmt | For | For | For |
| 10 | Re-elect Carolyn Johnson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Clive Bannister, Pierre-Olivier Desaulle, Carolyn Johnson, Anthony (John) Reizenstein and Cecilia Reyes Leuzinger is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 11 | Re-elect Fiona Muldoon as Director | Mgmt | For | For | For |
| 12 | Re-elect Barbara Jensen as Director | Mgmt | For | For | For |
| 13 | Re-elect John Reizenstein as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Clive Bannister, Pierre-Olivier Desaulle, Carolyn Johnson, Anthony (John) Reizenstein and Cecilia Reyes Leuzinger is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## Beazley Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Re-elect Cecilia Leuzinger as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Clive Bannister, Pierre-Olivier Desaulle, Carolyn Johnson, Anthony (John) Reizenstein and Cecilia Reyes Leuzinger is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 15 | Elect Paul Bantick as Director | Mgmt | For | For | For |
| 16 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Amend Long-Term Incentive Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is considered warranted due to concerns regarding the scale, timing and proportionality of the proposed increase in maximum variable remuneration, particularly the increase in LTIP opportunity for the CEO from 300% to 500% of salary. The proposed amendment to the LTIP rules directly facilitates this increase and therefore gives effect to the same underlying concerns.* | | | | |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Beazley Plc

**Meeting Date:** 04/22/2026 **Country:** United Kingdom **Ticker:** BEZ
**Record Date:** 04/20/2026 **Meeting Type:** Court
**Primary Security ID:** G0936K107

**Shares Voted:** 5,413

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Scheme of Arrangement | Mgmt | For | For | For |

## Beazley Plc

**Meeting Date:** 04/22/2026 **Country:** United Kingdom **Ticker:** BEZ
**Record Date:** 04/20/2026 **Meeting Type:** Special
**Primary Security ID:** G0936K107

## Beazley Plc

**Shares Voted:** 5,413

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Matters Relating to the Recommended Cash Offer by Zurich Insurance Group Ltd for Beazley plc | Mgmt | For | For | For |

## Bunzl Plc

**Meeting Date:** 04/22/2026 **Country:** United Kingdom **Ticker:** BNZL

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** G16968110

**Shares Voted:** 1,445

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Re-elect Peter Ventress as Director | Mgmt | For | For | For |
| 4 | Re-elect Frank van Zanten as Director | Mgmt | For | For | For |
| 5 | Re-elect Richard Howes as Director | Mgmt | For | For | For |
| 6 | Re-elect Stephan Nanninga as Director | Mgmt | For | For | For |
| 7 | Re-elect Vin Murria as Director | Mgmt | For | For | For |
| 8 | Re-elect Pam Kirby as Director | Mgmt | For | For | For |
| 9 | Re-elect Jacky Simmonds as Director | Mgmt | For | For | For |
| 10 | Re-elect Daniela Soares as Director | Mgmt | For | For | For |
| 11 | Re-elect Julia Wilson as Director | Mgmt | For | For | For |
| 12 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Approve Remuneration Report | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Bunzl Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## CapitaLand Integrated Commercial Trust

**Meeting Date:** 04/22/2026 **Country:** Singapore **Ticker:** C38U

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** Y0259J109

**Shares Voted:** 795,225

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Adopt Trustee's Report, the Manager's Statement, Financial Statements and Directors' and Auditors' Reports | Mgmt | For | For | For |
| 2 | Approve Deloitte & Touche LLP as Auditors and Authorize Manager to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | Mgmt | For | For | For |
| 4 | Authorize Unit Repurchase Program | Mgmt | For | For | For |

## Croda International Plc

**Meeting Date:** 04/22/2026 **Country:** United Kingdom **Ticker:** CRDA

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** G25536155

**Shares Voted:** 1,183

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Policy | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |

# Croda International Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Elect Jill Anderson as Director | Mgmt | For | For | For |
| 6 | Re-elect Ian Bull as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Danuta Gray, Jacqueline (Jacqui) Ferguson, Ian Bull, Roberto Cirillo, Christopher (Chris) Good, Keith Layden and Nawal Ouzren is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.* | | | | |
| 7 | Re-elect Roberto Cirillo as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Danuta Gray, Jacqueline (Jacqui) Ferguson, Ian Bull, Roberto Cirillo, Christopher (Chris) Good, Keith Layden and Nawal Ouzren is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.* | | | | |
| 8 | Re-elect Chris Good as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Danuta Gray, Jacqueline (Jacqui) Ferguson, Ian Bull, Roberto Cirillo, Christopher (Chris) Good, Keith Layden and Nawal Ouzren is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.* | | | | |
| 9 | Re-elect Danuta Gray as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Danuta Gray, Jacqueline (Jacqui) Ferguson, Ian Bull, Roberto Cirillo, Christopher (Chris) Good, Keith Layden and Nawal Ouzren is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.* | | | | |
| 10 | Re-elect Jacqui Ferguson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Danuta Gray, Jacqueline (Jacqui) Ferguson, Ian Bull, Roberto Cirillo, Christopher (Chris) Good, Keith Layden and Nawal Ouzren is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.* | | | | |
| 11 | Re-elect Steve Foots as Director | Mgmt | For | For | For |
| 12 | Re-elect Keith Layden as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Danuta Gray, Jacqueline (Jacqui) Ferguson, Ian Bull, Roberto Cirillo, Christopher (Chris) Good, Keith Layden and Nawal Ouzren is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.* | | | | |
| 13 | Re-elect Nawal Ouzren as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Danuta Gray, Jacqueline (Jacqui) Ferguson, Ian Bull, Roberto Cirillo, Christopher (Chris) Good, Keith Layden and Nawal Ouzren is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.* | | | | |
| 14 | Re-elect Stephen Oxley as Director | Mgmt | For | For | For |
| 15 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Croda International Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Eaton Corporation plc

**Meeting Date:** 04/22/2026 **Country:** Ireland **Ticker:** ETN

**Record Date:** 02/23/2026 **Meeting Type:** Annual

**Primary Security ID:** G29183103

**Shares Voted:** 3,893

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Gerald Johnson | Mgmt | For | For | For |
| 1b | Elect Director Silvio Napoli | Mgmt | For | For | For |
| 1c | Elect Director Gregory R. Page | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Sandra Pianalto | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Robert V. Pragada | Mgmt | For | For | For |
| 1f | Elect Director Paulo Ruiz | Mgmt | For | For | For |
| 1g | Elect Director Lori J. Ryerkerk | Mgmt | For | For | For |
| 1h | Elect Director Andre Schulten | Mgmt | For | For | For |
| 1i | Elect Director Karenann Terrell | Mgmt | For | For | For |
| 1j | Elect Director Dorothy C. Thompson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Darryl L. Wilson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors and Authorize Their Remuneration | Mgmt | For | For | For |

## Eaton Corporation plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Authorize Issue of Equity with Pre-emptive Rights | Mgmt | For | For | For |
| 5 | Authorize Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 6 | Authorize Share Repurchase of Issued Share Capital | Mgmt | For | For | For |

## Eiffage SA

**Meeting Date:** 04/22/2026 **Country:** France **Ticker:** FGR

**Record Date:** 04/14/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F2924U106

**Shares Voted:** 3,515

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 4.80 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Reelect Odile Georges-Picot as Director | Mgmt | For | For | For |
| 6 | Elect Sophie Boissard as Director | Mgmt | For | For | For |
| 7 | Elect Daniel Hager as Director | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | For | For |
| 10 | Approve Compensation Report | Mgmt | For | For | For |
| 11 | Approve Compensation of Benoit de Ruffray, Chairman and CEO | Mgmt | For | For | For |
| 12 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |

# Eiffage SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Business | Mgmt | | | |
| 13 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 14 | Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 15 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million | Mgmt | For | For | For |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million | Mgmt | For | For | For |
| 17 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million | Mgmt | For | For | For |
| 18 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 15, 16 and 17 | Mgmt | For | For | For |
| 19 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 20 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16, 17 and 19 at EUR 39.2 Million | Mgmt | For | For | For |
| 21 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 22 | Authorize up to 1.02 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 23 | Amend Article 17 of Bylaws Re: Representative of Employee Shareholders to the Board | Mgmt | For | For | For |
| 24 | Amend Article 30 of Bylaws to Incorporate Legal Changes Re: Record Date | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 25 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

# Gecina SA

**Meeting Date:** 04/22/2026 **Country:** France **Ticker:** GFC
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** F4268U171

**Shares Voted:** 5,967

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 5.50 per Share | Mgmt | For | For | For |
| 4 | Approve Stock Dividend Program | Mgmt | For | For | For |
| 5 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 6 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 7 | Approve Compensation of Jérôme Brunel, Chairman of the Board Until April 17, 2025 | Mgmt | For | For | For |
| 8 | Approve Compensation of Philippe Brassac, Chairman of the Board Since April 17, 2025 | Mgmt | For | For | For |
| 9 | Approve Compensation of Beñat Ortega, CEO | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 13 | Reelect Gabrielle Gauthey as Director | Mgmt | For | For | For |
| 14 | Reelect Carole Le Gall as Director | Mgmt | For | For | For |
| 15 | Reelect Jacques Stern as Director | Mgmt | For | For | For |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 17 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

# Grupo Aeroportuario del Pacifico SAB de CV

**Meeting Date:** 04/22/2026 **Country:** Mexico **Ticker:** GAPB
**Record Date:** 04/09/2026 **Meeting Type:** Annual
**Primary Security ID:** P4959P100

**Shares Voted:** 8,476

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Reports in Compliance with Article 28, Section IV of Mexican Securities Market Law | Mgmt | For | For | For |
| 2 | Approve Discharge of Directors and Officers | Mgmt | For | For | For |
| 3 | Approve Individual and Consolidated Financial Statements and Approve External Auditors' Report on Financial Statements | Mgmt | For | For | For |
| 4 | Approve Allocation of Income of MXN 9.34 Billion | Mgmt | For | For | For |
| 5 | Approve Dividends of MXN 20.80 Per Share | Mgmt | For | For | For |
| 6 | Cancel Pending Amount of Share Repurchase Approved at General Meetings Held on April 24, 2025; Set Share Repurchase Maximum Amount of MXN 2.5 Billion | Mgmt | For | For | For |
| 7 | Information on Election or Ratification of Four Directors and Their Alternates of Series BB Shareholders | Mgmt | | | |
| 8 | Elect and/or Ratify Directors of Series B Shareholders that Hold 10 Percent of Share Capital | Mgmt | | | |
| 9a | Ratify and/or Elect Carlos Cardenas Guzman as Director of Series B Shareholders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST non-independent nominees Laura Renee Diez Barroso Azcarraga de Laviada, Carlos Cardenas Guzman, Juan Diez-Canedo Ruiz, Angel Losada Moreno, Alejandra Yazmin Soto Ayech, and Joaquin Vargas Guajardo is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence under Social Advisory Services policy fails to meet the growing expectations of institutional shareholders. A vote AGAINST incumbent nominating committee member Luis Manuel Enrique Tellez Kuenzler is warranted for lack of diversity on the board. A vote FOR independent director nominee Jeronimo Marcos Gerard Rivero warranted given that it would be counter-productive to oppose independent director nominees.* | | | | |
| 9b | Ratify and/or Elect Angel Losada Moreno as Director of Series B Shareholders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST non-independent nominees Laura Renee Diez Barroso Azcarraga de Laviada, Carlos Cardenas Guzman, Juan Diez-Canedo Ruiz, Angel Losada Moreno, Alejandra Yazmin Soto Ayech, and Joaquin Vargas Guajardo is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence under Social Advisory Services policy fails to meet the growing expectations of institutional shareholders. A vote AGAINST incumbent nominating committee member Luis Manuel Enrique Tellez Kuenzler is warranted for lack of diversity on the board. A vote FOR independent director nominee Jeronimo Marcos Gerard Rivero warranted given that it would be counter-productive to oppose independent director nominees.* | | | | |

# Grupo Aeroportuario del Pacifico SAB de CV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9c | Ratify and/or Elect Joaquin Vargas Guajardo as Director of Series B Shareholders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST non-independent nominees Laura Renee Diez Barroso Azcarraga de Laviada, Carlos Cardenas Guzman, Juan Diez-Canedo Ruiz, Angel Losada Moreno, Alejandra Yazmin Soto Ayech, and Joaquin Vargas Guajardo is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence under Social Advisory Services policy fails to meet the growing expectations of institutional shareholders. A vote AGAINST incumbent nominating committee member Luis Manuel Enrique Tellez Kuenzler is warranted for lack of diversity on the board. A vote FOR independent director nominee Jeronimo Marcos Gerard Rivero warranted given that it would be counter-productive to oppose independent director nominees.* | | | | |
| 9d | Ratify and/or Elect Juan Diez-Canedo Ruiz as Director of Series B Shareholders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST non-independent nominees Laura Renee Diez Barroso Azcarraga de Laviada, Carlos Cardenas Guzman, Juan Diez-Canedo Ruiz, Angel Losada Moreno, Alejandra Yazmin Soto Ayech, and Joaquin Vargas Guajardo is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence under Social Advisory Services policy fails to meet the growing expectations of institutional shareholders. A vote AGAINST incumbent nominating committee member Luis Manuel Enrique Tellez Kuenzler is warranted for lack of diversity on the board. A vote FOR independent director nominee Jeronimo Marcos Gerard Rivero warranted given that it would be counter-productive to oppose independent director nominees.* | | | | |
| 9e | Ratify and/or Elect Luis Tellez Kuenzler as Director of Series B Shareholders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST non-independent nominees Laura Renee Diez Barroso Azcarraga de Laviada, Carlos Cardenas Guzman, Juan Diez-Canedo Ruiz, Angel Losada Moreno, Alejandra Yazmin Soto Ayech, and Joaquin Vargas Guajardo is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence under Social Advisory Services policy fails to meet the growing expectations of institutional shareholders. A vote AGAINST incumbent nominating committee member Luis Manuel Enrique Tellez Kuenzler is warranted for lack of diversity on the board. A vote FOR independent director nominee Jeronimo Marcos Gerard Rivero warranted given that it would be counter-productive to oppose independent director nominees.* | | | | |
| 9f | Ratify and/or Elect Jeronimo Marcos Gerard Rivero as Director of Series B Shareholders | Mgmt | For | For | For |
| 9g | Ratify and/or Elect Alejandra Yazmin Soto Ayech as Director of Series B Shareholders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST non-independent nominees Laura Renee Diez Barroso Azcarraga de Laviada, Carlos Cardenas Guzman, Juan Diez-Canedo Ruiz, Angel Losada Moreno, Alejandra Yazmin Soto Ayech, and Joaquin Vargas Guajardo is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence under Social Advisory Services policy fails to meet the growing expectations of institutional shareholders. A vote AGAINST incumbent nominating committee member Luis Manuel Enrique Tellez Kuenzler is warranted for lack of diversity on the board. A vote FOR independent director nominee Jeronimo Marcos Gerard Rivero warranted given that it would be counter-productive to oppose independent director nominees.* | | | | |
| 10 | Ratify and/or Elect Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST non-independent nominees Laura Renee Diez Barroso Azcarraga de Laviada, Carlos Cardenas Guzman, Juan Diez-Canedo Ruiz, Angel Losada Moreno, Alejandra Yazmin Soto Ayech, and Joaquin Vargas Guajardo is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence under Social Advisory Services policy fails to meet the growing expectations of institutional shareholders. A vote AGAINST incumbent nominating committee member Luis Manuel Enrique Tellez Kuenzler is warranted for lack of diversity on the board. A vote FOR independent director nominee Jeronimo Marcos Gerard Rivero warranted given that it would be counter-productive to oppose independent director nominees.* | | | | |
| 11 | Approve Remuneration of Directors for Years 2025 and 2026 | Mgmt | For | For | For |

## Grupo Aeroportuario del Pacifico SAB de CV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Ratify and/or Elect Director of Series B Shareholders and Member of Nominations and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Item 12 is warranted because the reelection of Luis Manuel Enrique Tellez Kuenzler to the board does not warrant support. A vote FOR Item 13 is warranted because the company has provided timely disclosure, and there are no known concerns regarding the committee nominee.* | | | | |
| 13 | Ratify and/or Elect Chair of Audit and Corporate Practices Committee | Mgmt | For | For | For |
| 14 | Present Report Regarding Individual or Accumulated Operations Greater Than USD 3 Million | Mgmt | | | |
| 15 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Huntington Bancshares Incorporated

**Meeting Date:** 04/22/2026 **Country:** USA **Ticker:** HBAN

**Record Date:** 02/24/2026 **Meeting Type:** Annual

**Primary Security ID:** 446150104

**Shares Voted:** 40,292

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Ann B. (Tanny) Crane | Mgmt | For | For | For |
| 1.2 | Elect Director Rafael Andres Diaz-Granados | Mgmt | For | For | For |
| 1.3 | Elect Director Virginia A. Hepner | Mgmt | For | For | For |
| 1.4 | Elect Director John C. (Chris) Inglis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Katherine M. A. (Allie) Kline | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Richard W. Neu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Kenneth J. Phelan | Mgmt | For | For | For |
| 1.8 | Elect Director David L. Porteous | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Huntington Bancshares Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.9 | Elect Director Alice L. Rodriguez | Mgmt | For | For | For |
| 1.10 | Elect Director James D. (Dan) Rollins, III | Mgmt | For | For | For |
| 1.11 | Elect Director Teresa H. Shea | Mgmt | For | For | For |
| 1.12 | Elect Director Roger J. Sit | Mgmt | For | For | For |
| 1.13 | Elect Director Stephen D. Steinour | Mgmt | For | For | For |
| 1.14 | Elect Director Jeffrey L. Tate | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.15 | Elect Director Gary Torgow | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Inficon Holding AG

**Meeting Date:** 04/22/2026 **Country:** Switzerland **Ticker:** IFCN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H7190K128

**Shares Voted:** 96

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Non-Financial Report (Non-Binding) | Mgmt | For | For | For |
| 3 | Approve Discharge of Board of Directors | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of CHF 2.00 per Share | Mgmt | For | For | For |
| 5.1 | Reelect Beat Luethi as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 5.5) Votes AGAINST incumbent nominating committee members Beat Siegrist, Reto Suter, and Lukas Winkler are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. Compensation and Nomination committee elections (Items 6.1 6.3) Votes AGAINST Beat Siegrist and Lukas Winkler are warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. Votes AGAINST Reto Suter, Beat Luethi are Vanessa Frey are warranted because their elections to the board do not warrant support.* | | | | |

# Inficon Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.2 | Reelect Vanessa Frey as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 5.5) Votes AGAINST incumbent nominating committee members Beat Siegrist, Reto Suter, and Lukas Winkler are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. Compensation and Nomination committee elections (Items 6.1 6.3) Votes AGAINST Beat Siegrist and Lukas Winkler are warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. Votes AGAINST Reto Suter, Beat Luethi are Vanessa Frey are warranted because their elections to the board do not warrant support.* | | | | |
| 5.3 | Reelect Beat Siegrist as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 5.5) Votes AGAINST incumbent nominating committee members Beat Siegrist, Reto Suter, and Lukas Winkler are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. Compensation and Nomination committee elections (Items 6.1 6.3) Votes AGAINST Beat Siegrist and Lukas Winkler are warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. Votes AGAINST Reto Suter, Beat Luethi are Vanessa Frey are warranted because their elections to the board do not warrant support.* | | | | |
| 5.4 | Reelect Reto Suter as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 5.5) Votes AGAINST incumbent nominating committee members Beat Siegrist, Reto Suter, and Lukas Winkler are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. Compensation and Nomination committee elections (Items 6.1 6.3) Votes AGAINST Beat Siegrist and Lukas Winkler are warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. Votes AGAINST Reto Suter, Beat Luethi are Vanessa Frey are warranted because their elections to the board do not warrant support.* | | | | |
| 5.5 | Reelect Lukas Winkler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 5.5) Votes AGAINST incumbent nominating committee members Beat Siegrist, Reto Suter, and Lukas Winkler are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. Compensation and Nomination committee elections (Items 6.1 6.3) Votes AGAINST Beat Siegrist and Lukas Winkler are warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. Votes AGAINST Reto Suter, Beat Luethi are Vanessa Frey are warranted because their elections to the board do not warrant support.* | | | | |
| 6.1 | Reappoint Beat Siegrist as Member of the Compensation and HR Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 5.5) Votes AGAINST incumbent nominating committee members Beat Siegrist, Reto Suter, and Lukas Winkler are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. Compensation and Nomination committee elections (Items 6.1 6.3) Votes AGAINST Beat Siegrist and Lukas Winkler are warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. Votes AGAINST Reto Suter, Beat Luethi are Vanessa Frey are warranted because their elections to the board do not warrant support.* | | | | |

## Inficon Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.2 | Reappoint Reto Suter as Member of the Compensation and HR Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 5.5) Votes AGAINST incumbent nominating committee members Beat Siegrist, Reto Suter, and Lukas Winkler are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. Compensation and Nomination committee elections (Items 6.1 6.3) Votes AGAINST Beat Siegrist and Lukas Winkler are warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. Votes AGAINST Reto Suter, Beat Luethi are Vanessa Frey are warranted because their elections to the board do not warrant support.* | | | | |
| 6.3 | Reappoint Lukas Winkler as Member of the Compensation and HR Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 5.5) Votes AGAINST incumbent nominating committee members Beat Siegrist, Reto Suter, and Lukas Winkler are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. Compensation and Nomination committee elections (Items 6.1 6.3) Votes AGAINST Beat Siegrist and Lukas Winkler are warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. Votes AGAINST Reto Suter, Beat Luethi are Vanessa Frey are warranted because their elections to the board do not warrant support.* | | | | |
| 7 | Designate Baur Huerlimann AG as Independent Proxy | Mgmt | For | For | For |
| 8 | Ratify KPMG AG as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the auditor's tenure exceeds 10 years without a public tender.* | | | | |
| 9 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 10 | Approve Remuneration of Directors in the Amount of CHF 800,000 | Mgmt | For | For | For |
| 11 | Approve Remuneration of Executive Committee in the Amount of CHF 3 Million | Mgmt | For | For | For |
| 12 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Littelfuse, Inc.

**Meeting Date:** 04/22/2026 **Country:** USA **Ticker:** LFUS

**Record Date:** 02/25/2026 **Meeting Type:** Annual

**Primary Security ID:** 537008104

## Littelfuse, Inc.

**Shares Voted:** 110

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Kristina A. Cerniglia | Mgmt | For | For | For |
| 1b | Elect Director Tzau-Jin Chung | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Maria C. Green | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Anthony Grillo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Gregory N. Henderson | Mgmt | For | For | For |
| 1f | Elect Director Gordon Hunter | Mgmt | For | For | For |
| 1g | Elect Director William P. Noglows | Mgmt | For | For | For |
| 1h | Elect Director Holly B. Paeper | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Sampo Oyj

**Meeting Date:** 04/22/2026 **Country:** Finland **Ticker:** SAMPO

**Record Date:** 04/10/2026 **Meeting Type:** Annual

**Primary Security ID:** X75653232

**Shares Voted:** 78,157

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Holders of Finnish Shares | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |

## Sampo Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 0.36 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of EUR 250,000 for Chair, EUR 144,000 for Vice Chair and EUR 111,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Eight | Mgmt | For | For | For |
| 13 | Reelect Steve Langan, Sara Mella, Risto Murto, Antti Makinen, Markus Rauramo, Astrid Stange and Annica Witschard as Directors; Elect Andreas Brandstetter as New Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Antti Makinen and Risto Murto is warranted for lack of diversity on the board. Given the bundled nature of this item, a vote AGAINST the entire slate is warranted.* | | | | |
| 14 | Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting | Mgmt | For | For | For |
| 15 | Ratify Deloitte as Auditor; Appoint Deloitte as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 17 | Close Meeting | Mgmt | | | |

## Serco Group Plc

**Meeting Date:** 04/22/2026 **Country:** United Kingdom **Ticker:** SRP

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** G80400107

# Serco Group Plc

**Shares Voted:** 4,751

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4a | Elect Keith Williams as Director | Mgmt | For | For | For |
| 4b | Elect Mark Reid as Director | Mgmt | For | For | For |
| 4c | Re-elect Anthony Kirby as Director | Mgmt | For | For | For |
| 4d | Re-elect Kirsty Bashforth as Director | Mgmt | For | For | For |
| 4e | Re-elect Kru Desai as Director | Mgmt | For | For | For |
| 4f | Re-elect Ian El-Mokadem as Director | Mgmt | For | For | For |
| 4g | Re-elect Victoria Hull as Director | Mgmt | For | For | For |
| 4h | Re-elect Tim Lodge as Director | Mgmt | For | For | For |
| 4i | Re-elect Dame Sue Owen as Director | Mgmt | For | For | For |
| 4j | Re-elect Lynne Peacock as Director | Mgmt | For | For | For |
| 5 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 6 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 7 | Authorise Issue of Equity | Mgmt | For | For | For |
| 8 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 9 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 10 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 11 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 12 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 13 | Amend Articles of Association Re: Non-Executive Directors Fees | Mgmt | For | For | For |

# SERES Group Co., Ltd.

**Meeting Date:** 04/22/2026 **Country:** China **Ticker:** 9927
**Record Date:** 04/16/2026 **Meeting Type:** Annual
**Primary Security ID:** Y7T8FY109

**Shares Voted:** 13,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| 1 | Approve Work Report of the Board | Mgmt | For | For | For |
| 2 | Approve Profit Distribution Plan | Mgmt | For | For | For |
| 3 | Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic and Internal Control Auditors and Deloitte Touche Tohmatsu as Overseas Financial Statement Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding the overseas financial statement auditors' conduct.* | | | | |
| 4 | Approve Shareholder Return Plan for the Next Three Years | Mgmt | For | For | For |
| 5 | Approve Remuneration of Non-Independent Directors | Mgmt | For | For | For |
| 6 | Approve Grant of a General Mandate to the Board to Issue Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: - The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 7 | Approve Grant of a General Mandate to the Board to Repurchase H Shares | Mgmt | For | For | For |
| | RESOLUTIONS IN RELATION TO THE PROPOSAL FOR SHARE REPURCHASE THROUGH CENTRALIZED PRICE BIDDING | Mgmt | | | |
| 8.1 | Approve Purpose of Shares to be Repurchased | Mgmt | For | For | For |
| 8.2 | Approve Type of Shares to be Repurchased | Mgmt | For | For | For |
| 8.3 | Approve Method of the Share Repurchase | Mgmt | For | For | For |
| 8.4 | Approve Implementation Period of the Share Repurchase | Mgmt | For | For | For |
| 8.5 | Approve Proposed Use of Repurchased Shares, Quantity, Percentage of our Total Share Capital, and Total Funds | Mgmt | For | For | For |

# SERES Group Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.6 | Approve Price or Price Range of the Share Repurchase and Pricing Principles | Mgmt | For | For | For |
| 8.7 | Approve Source of Funds for the Share Repurchase | Mgmt | For | For | For |
| 8.8 | Approve Specific Authorization for Handling Matters Related to this Share Repurchase | Mgmt | For | For | For |
| 9 | Approve Estimated Guarantee Amount | Mgmt | For | For | For |
| 10 | Amend Articles of Association | Mgmt | For | For | For |
| 11 | Amend Rules of Procedures for the Board | Mgmt | For | For | For |
| 12 | Amend Remuneration Management System for Directors and Senior Management | Mgmt | For | For | For |
| | ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 13.1 | Elect Zhang Xinghai as Director | Mgmt | For | For | For |
| 13.2 | Elect Yin Xianzhi as Director | Mgmt | For | For | For |
| 13.3 | Elect Kang Bo as Director | Mgmt | For | For | For |
| 13.4 | Elect Zhang Kebang as Director | Mgmt | For | For | For |
| 13.5 | Elect Yang Yanding as Director | Mgmt | For | For | For |
| 13.6 | Elect Li Wei as Director | Mgmt | For | For | For |
| 13.7 | Elect Zhou Changling as Director | Mgmt | For | For | For |
| | ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 14.1 | Elect Li Kaiguo as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Kaiguo Li and Guolin Zhang is warranted for lack of diversity on the board.* | | | | |
| 14.2 | Elect Zhang Guolin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Kaiguo Li and Guolin Zhang is warranted for lack of diversity on the board.* | | | | |
| 14.3 | Elect Li Ming as Director | Mgmt | For | For | For |
| 14.4 | Elect Jing Xufeng as Director | Mgmt | For | For | For |
| 14.5 | Elect Ngai Ming Tak as Director | Mgmt | For | For | For |

# Sweco AB

**Meeting Date:** 04/22/2026 **Country:** Sweden **Ticker:** SWEC.B
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** W31065225

**Shares Voted:** 995

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 5 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive CEO's Report | Mgmt | | | |
| 8 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 9.a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9.b | Approve Allocation of Income and Dividends of SEK 3.70 Share | Mgmt | For | For | For |
| 9.c | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of SEK 1.7 Million for Chair and SEK 850,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditors | Mgmt | For | For | For |
| 12 | Reelect Asa Bergman, Katrien Beuls, Alf Goransson, Johan Hjertonsson, Constanze Hufenbecher, Johan Nordstrom (Chair), Susanne Pahlen Aklundh, and Johan Wall as Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because there are three overboarded directors on the board. Given the bundled nature of this item, a vote AGAINST the entire slate is warranted.* | | | | |
| 13 | Ratify Ernst & Young AB as Auditors | Mgmt | For | For | For |
| 14 | Approve Remuneration Report | Mgmt | For | For | For |

## Sweco AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Approve Share Bonus Scheme 2026; Approve Transfer of Shares to Participants | Mgmt | For | For | For |
| 16 | Approve 2026 Performance Based Share Savings Scheme for Key Employees; Approve Transfer of Shares to Participants | Mgmt | For | For | For |
| 17a | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 17b | Authorize Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 18 | Close Meeting | Mgmt | | | |

## The Cigna Group

**Meeting Date:** 04/22/2026 **Country:** USA **Ticker:** CI

**Record Date:** 02/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 125523100

**Shares Voted:** 1,293

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director David M. Cordani | Mgmt | For | For | For |
| 1b | Elect Director Brian C. Evanko | Mgmt | For | For | For |
| 1c | Elect Director Eric J. Foss | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Neesha Hathi | Mgmt | For | For | For |
| 1e | Elect Director Michael J. Hennigan | Mgmt | For | For | For |
| 1f | Elect Director George Kurian | Mgmt | For | For | For |
| 1g | Elect Director Kathleen M. Mazzarella | Mgmt | For | For | For |
| 1h | Elect Director Mark B. McClellan | Mgmt | For | For | For |
| 1i | Elect Director Philip O. Ozuah | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Kimberly A. Ross | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Eric C. Wiseman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## The Cigna Group

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1l | Elect Director Donna F. Zarcone | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |

## The PNC Financial Services Group, Inc.

**Meeting Date:** 04/22/2026 **Country:** USA **Ticker:** PNC

**Record Date:** 01/30/2026 **Meeting Type:** Annual

**Primary Security ID:** 693475105

**Shares Voted:** 4,991

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Joseph Alvarado | Mgmt | For | For | For |
| 1b | Elect Director Debra A. Cafaro | Mgmt | For | For | For |
| 1c | Elect Director Marjorie Rodgers Cheshire | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Douglas A. Dachille | Mgmt | For | For | For |
| 1e | Elect Director William S. Demchak | Mgmt | For | For | For |
| 1f | Elect Director Andrew T. Feldstein | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Richard J. Harshman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Daniel R. Hesse | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Renu Khator | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Linda R. Medler | Mgmt | For | For | For |

## The PNC Financial Services Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1k | Elect Director Robert A. Niblock | Mgmt | For | For | For |
| 1l | Elect Director Martin Pfinsgraff | Mgmt | For | For | For |
| 1m | Elect Director Bryan S. Salesky | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

## The Sherwin-Williams Company

**Meeting Date:** 04/22/2026 **Country:** USA **Ticker:** SHW

**Record Date:** 02/25/2026 **Meeting Type:** Annual

**Primary Security ID:** 824348106

**Shares Voted:** 9,250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Kerrii B. Anderson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Jeff M. Fettig | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Robert J. Gamgort | Mgmt | For | For | For |
| 1d | Elect Director Heidi G. Petz | Mgmt | For | For | For |
| 1e | Elect Director Aaron M. Powell | Mgmt | For | For | For |
| 1f | Elect Director Marta R. Stewart | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Michael H. Thaman | Mgmt | For | For | For |
| 1h | Elect Director Matthew Thornton, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Thomas L. Williams | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## The Sherwin-Williams Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 25% | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance the existing shareholder right to call special meetings.*

## Wihlborgs Fastigheter AB

**Meeting Date:** 04/22/2026 **Country:** Sweden **Ticker:** WIHL

**Record Date:** 04/14/2026 **Meeting Type:** Annual

**Primary Security ID:** W9899F163

**Shares Voted:** 1,284

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 5 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive President's Report | Mgmt | | | |
| 8 | Receive Financial Statements and Statutory Reports; Receive Auditor's Report | Mgmt | | | |
| 9a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9b | Approve Allocation of Income and Dividends of SEK 3.30 Per Share | Mgmt | For | For | For |
| 9c1 | Approve Discharge of Anders Jarl | Mgmt | For | For | For |
| 9c2 | Approve Discharge of Jan Litborn | Mgmt | For | For | For |
| 9c3 | Approve Discharge of Amela Hodzic | Mgmt | For | For | For |
| 9c4 | Approve Discharge of Lennart Mauritzson | Mgmt | For | For | For |

# Wihlborgs Fastigheter AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9c5 | Approve Discharge of Anna Werntoft | Mgmt | For | For | For |
| 9c6 | Approve Discharge of Anneli Jansson | Mgmt | For | For | For |
| 9c7 | Approve Discharge of Johan Rostin | Mgmt | For | For | For |
| 9c8 | Approve Discharge of CEO Ulrika Hallengren | Mgmt | For | For | For |
| 9d | Approve Record Date for Dividend Payment | Mgmt | For | For | For |
| 10 | Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of SEK 575,000 for Chair and SEK 250,000 for Other Directors; Approve Remuneration of Auditors | Mgmt | For | For | For |
| 12.1 | Reelect Anders Jarl (Chair) as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominees Anders Jarl and Lennart Mauritzson (Items 12.1 and 12.4) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 12.2 | Reelect Jan Litborn as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominees Jan Litborn and Lennart Mauritzson (Items 12.2 and 12.4) is warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Jan Litborn is a non-independent chair of the audit committee.* | | | | |
| 12.3 | Reelect Anneli Jansson as Director | Mgmt | For | For | For |
| 12.4 | Reelect Lennart Mauritzson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominee Lennart Mauritzson (Item 12.4) is warranted due to him being considered overboarded. A vote AGAINST nominees Jan Litborn and Lennart Mauritzson (Items 12.2 and 12.4) is warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Jan Litborn is a non-independent chair of the audit committee. A vote AGAINST nominees Anders Jarl and Lennart Mauritzson (Items 12.1 and 12.4) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 12.5 | Reelect Anna Werntoft as Director | Mgmt | For | For | For |
| 12.6 | Elect Unni Sollbe as New Director | Mgmt | For | For | For |
| 12.7 | Elect Pontus Bodelsson as New Director | Mgmt | For | For | For |
| 13 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 14 | Approve Remuneration Report | Mgmt | For | For | For |

## Wihlborgs Fastigheter AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 17 | Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights | Mgmt | For | For | For |
| 18 | Other Business | Mgmt | | | |
| 19 | Close Meeting | Mgmt | | | |

## Akzo Nobel NV

**Meeting Date:** 04/23/2026 **Country:** Netherlands **Ticker:** AKZA

**Record Date:** 03/26/2026 **Meeting Type:** Annual

**Primary Security ID:** N01803308

**Shares Voted:** 8,732

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Receive Report of Management Board (Non-Voting) | Mgmt | | | |
| 2.b. | Discussion on Implementation of the Dutch Corporate Governance Code 2025 | Mgmt | | | |
| 3.a. | Adopt Financial Statements | Mgmt | For | For | For |
| 3.b. | Discuss on the Company's Dividend Policy | Mgmt | | | |
| 3.c. | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 3.d. | Approve Remuneration Report | Mgmt | For | For | For |
| 4.a. | Approve Discharge of Management Board | Mgmt | For | For | For |
| 4.b. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 5.a. | Reelect M.J. de Vries to Management Board | Mgmt | For | For | For |

## Akzo Nobel NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.b. | Approve Supplement to Remuneration Policy in Respect of M.J. de Vries | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as one-off or transaction related awards are not considered good market practice, where special projects are considered to already fall within the remit and responsibilities of executives. While the specific circumstances surrounding the CFO's extended term and the value of continuity in completing the Axalta merger are acknowledged, concerns remain regarding the level and structure of the award, the limited rationale provided, and the severance at contract end and the preferential treatment of incentive plans upon merger completion.* | | | | |
| 6.a. | Reelect E. Baiget to Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Ester Baiget Arnau is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.* | | | | |
| 6.b. | Reelect H. R. Van Bylen to Supervisory Board | Mgmt | For | For | For |
| 6.c. | Elect R. M. J. Schuchna to Supervisory Board | Mgmt | For | For | For |
| 7.a. | Grant Board Authority to Issue Shares | Mgmt | For | For | For |
| 7.b. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 8. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 9. | Authorize Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 10. | Close Meeting | Mgmt | | | |

## Amplifon SpA

**Meeting Date:** 04/23/2026 **Country:** Italy **Ticker:** AMP
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** T0388E118

**Shares Voted:** 827

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Allocation of Income and Dividend Distribution | Mgmt | For | For | For |
| 2 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 3.1 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: * Termination payments can be in excess of 24 months' pay. * The size of the CEO's pay package is material and continues to pose a risk of misalignment with company performance. * The remuneration committee is exclusively composed of non-independent directors, according to Social Advisory Services' policy.* | | | | |

## Amplifon SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.2 | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: * The increased fixed pay and the resulting remuneration of the CEO was excessive relative to peers and company performance. * The company provides insufficient retrospective disclosure on its variable incentive schemes.* | | | | |
| 4 | Approve Stock Grant Plan 2026-2031 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Total potential dilution exceeds 5 percent. * Performance targets are not disclosed, and the company's ex-post disclosure is insufficient. * The board retains broad discretionary powers.* | | | | |
| 5 | Approve Sustainable Value Sharing Plan 2026-2028 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: * The volume of all outstanding LTI plans is in excess of recommended guidelines (5 percent). * Performance targets are not disclosed, and the company's ex-post disclosure is insufficient. * The board retains discretionary powers to accelerate vesting in the event of extraordinary transactions, such as takeover bids, delisting or merger into another entity.* | | | | |
| 6 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |

## Azimut Holding SpA

**Meeting Date:** 04/23/2026 **Country:** Italy **Ticker:** AZM

**Record Date:** 04/14/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** T0783G106

**Shares Voted:** 537

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 0010 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 0020 | Approve Allocation of Income | Mgmt | For | For | For |
| 0030 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 0040 | Approve Remuneration Policy | Mgmt | For | For | For |
| 0050 | Approve Second Section of the Remuneration Report | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 0060 | Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 6 | Mgmt | For | For | For |

# Bouygues SA

**Meeting Date:** 04/23/2026 **Country:** France **Ticker:** EN

**Record Date:** 04/15/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F11487125

**Shares Voted:** 25,124

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 2.10 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted as the reciprocal management service agreement between SCDM and Bouygues constitute an outsourcing of the remuneration of the Chairman, which is not in line with market best practices.* | | | | |
| 5 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 6 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy of CEO and Vice-CEOs | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these remuneration policies are warranted because: * The company proposes a substantial complementary LTIP plan that might be assimilated to an exceptional remuneration linked to the Equans integration; * Given the limited disclosure, it's difficult to understand to which extent the performance conditions under the company's Equans additional LTI for Olivier Roussat (CEO) are long term oriented; Moreover, the company proposed an amendment to the previously approved 2024 and 2025 remuneration policies, providing for: * Full post-mandate vesting for Pascal Grangé (Vice-CEO), with the waiver of all performance conditions under the 2024 and 2025 LTIPs while the board used its discretion to waive the presence condition applicable (see Item 11).* | | | | |
| 8 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 9 | Approve Compensation of Martin Bouygues, Chairman of the Board | Mgmt | For | For | For |
| 10 | Approve Compensation of Olivier Roussat, CEO | Mgmt | For | For | For |
| 11 | Approve Compensation of Pascal Grangé, Vice-CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * A vote AGAINST the remuneration report for Pascal Grangé, Vice-CEO (Item 11) is warranted as the board used its discretion to waive the presence condition for the LTIP granted during FY under review. Furthermore, if the amendment proposed under Item 7 is approved, the LTI will not be subject to any performance conditions thus allowing full post mandate vesting for this plan. * Votes FOR these remuneration reports for Olivier Roussat and Edward Bouygues (Items 10 and 12) are warranted because they do not raise any significant concern.* | | | | |
| 12 | Approve Compensation of Edward Bouygues, Vice-CEO | Mgmt | For | For | For |
| 13 | Reelect Benoît Maes as Director | Mgmt | For | For | For |

## Bouygues SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Reelect Alexandre de Rothschild as Director | Mgmt | For | For | For |
| 15 | Authorize Repurchase of Up to 5 Percent of Issued Share Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.* | | | | |
| | Extraordinary Business | Mgmt | | | |
| 16 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 17 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 18 | Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers | Mgmt | For | For | For |
| 19 | Authorize up to 0.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension | Mgmt | For | For | For |
| 20 | Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer Up to the Aggregate Nominal Amount of EUR 96 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this form of antitakeover mechanism is warranted.* | | | | |
| 21 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## BPER Banca SpA

**Meeting Date:** 04/23/2026 **Country:** Italy **Ticker:** BPE
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** T1325T119

**Shares Voted:** 13,820

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1b | Accept Financial Statements and Statutory Reports of Banca Popolare di Sondrio SpA | Mgmt | For | For | For |
| 1c | Approve Allocation of Income and Dividend Distribution | Mgmt | For | For | For |

## BPER Banca SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Adjust Remuneration of External Auditors for 2017-2025 | Mgmt | For | For | For |
| 3 | Adjust Remuneration of External Auditors for 2026-2034 | Mgmt | For | For | For |
| 4a1 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4a2 | Approve Second Section of the Remuneration Report | Mgmt | For | For | For |
| 4b | Approve Second Section of the Remuneration Report by Banca Popolare di Sondrio SpA | Mgmt | For | For | For |
| 4c | Approve 2026 MBO Incentive Plan | Mgmt | For | For | For |
| 4d | Amend 2025-2027 Long-Term Incentive Plan | Mgmt | For | For | For |
| 4e | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Schemes | Mgmt | For | For | For |
| 5 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |

## Brunello Cucinelli SpA

**Meeting Date:** 04/23/2026 **Country:** Italy **Ticker:** BC

**Record Date:** 04/14/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** T2R05S109

**Shares Voted:** 164

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| | Management Proposals | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income | Mgmt | For | For | For |
| 3 | Approve Second Section of the Remuneration Report | Mgmt | For | For | For |
| 4 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024-2026 Stock Grant Plan | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by FORO DELLE ARTI SPA | Mgmt | | | |

# Brunello Cucinelli SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.1 | Fix Number of Directors | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted because the proposed board size has been disclosed, and no concerns have been noticed.* | | | | |
| 5.2 | Fix Board Terms for Directors | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR as it is routine and non-contentious.* | | | | |
| | Appoint Directors (Slate Election) | Mgmt | | | |
| 5.3 | Slate 1 Submitted by FORO DELLE ARTI SPA | SH | None | Against | Against |
| | *Voting Policy Rationale: This resolution warrants a vote AGAINST because the proponent of this slate significantly benefits from a stock structure with unequal voting rights.* | | | | |
| | Shareholder Proposals Submitted by FORO DELLE ARTI SPA | Mgmt | | | |
| 5.4 | Elect Brunello Cucinelli as Board Chair | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the company has disclosed all information regarding the proposed nominee, and no material concerns have been noticed.* | | | | |
| 5.5 | Approve Remuneration of Directors | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the proposed remuneration has been disclosed, and no concerns have been noticed.* | | | | |
| | Appoint Internal Statutory Auditors (Slate Election) | Mgmt | | | |
| 6.1 | Slate 1 Submitted by FORO DELLE ARTI SPA | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR as the names of the proposed nominees have been disclosed and no concern has been identified.* | | | | |
| 6.2 | Appoint Chairman of Internal Statutory Auditors | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because this is a non-contentious proposal.* | | | | |
| | Shareholder Proposal Submitted by FORO DELLE ARTI SRL | Mgmt | | | |
| 6.3 | Approve Internal Auditors' Remuneration | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.* | | | | |
| | Extraordinary Business | Mgmt | | | |
| | Management Proposal | Mgmt | | | |
| 1 | Approve Capital Increase by Capitalization of Reserves; Amend Company Bylaws Re: Article 6.1 | Mgmt | For | For | For |

# Bufab AB

**Meeting Date:** 04/23/2026 **Country:** Sweden **Ticker:** BUFAB
**Record Date:** 04/15/2026 **Meeting Type:** Annual
**Primary Security ID:** W1834V114

**Shares Voted:** 1,176

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Consolidated Financial Statements and Statutory Reports | Mgmt | | | |
| 8 | Receive CEO's Report | Mgmt | | | |
| 9a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9b | Approve Allocation of Income and Dividends of SEK 1.30 Per Share | Mgmt | For | For | For |
| 9c.1 | Approve Discharge of Bengt Liljedahl | Mgmt | For | For | For |
| 9c.2 | Approve Discharge of Hans Bjorstrand | Mgmt | For | For | For |
| 9c.3 | Approve Discharge of Per-Arne Blomquist | Mgmt | For | For | For |
| 9c.4 | Approve Discharge of Anna Liljedahl | Mgmt | For | For | For |
| 9c.5 | Approve Discharge of Eva Nilsagard | Mgmt | For | For | For |
| 9c.6 | Approve Discharge of Bertil Persson | Mgmt | For | For | For |
| 9c7 | Approve Discharge of Caroline Reuterskiold | Mgmt | For | For | For |
| 9c8 | Approve Discharge of Erik Lunden (CEO) | Mgmt | For | For | For |
| 10 | Receive Nominating Committee's Report | Mgmt | | | |
| 11 | Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |

# Bufab AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Approve Remuneration of Directors in the Amount SEK 1.1 Million for Chair and SEK 450,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 13 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 14a | Reelect Bengt Liljedahl as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominees Bengt Liljedahl and Anna Liljedahl (Items 14a and 14c) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 14b | Reelect Hans Bjorstrand as Director | Mgmt | For | For | For |
| 14c | Reelect Anna Liljedahl as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominees Bengt Liljedahl and Anna Liljedahl (Items 14a and 14c) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 14d | Reelect Eva Nilsagard as Director | Mgmt | For | For | For |
| 14e | Reelect Bertil Persson as Director | Mgmt | For | For | For |
| 14f | Reelect Caroline Reuterskiold as Director | Mgmt | For | For | For |
| 14g | Elect Christer Wahlquist as New Director | Mgmt | For | For | For |
| 14h | Reelect Bengt Liljedahl as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.* | | | | |
| 15 | Ratify PricewaterhouseCoopers AB as Auditors | Mgmt | For | For | For |
| 16 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted as the nature of unattributable cash remuneration and vested awards under the recently granted LTI plan cannot be explained.* | | | | |
| 17 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 18AB1 | Approve Long Term Incentive Program (LTI 2026/2029) for Key Employees; Approve Equity Plan Financing Through Acquisition and Transfer of Shares | Mgmt | For | For | For |

## Bufab AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18AB2 | Approve Long Term Incentive Program (LTI 2026/2029) for Key Employees; Approve Alternative Equity Plan Financing (Should the Majority Required under item A+B.I not be Reached) | Mgmt | For | For | For |
| 19 | Authorize Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 20 | Close Meeting | Mgmt | | | |

## Catena AB

**Meeting Date:** 04/23/2026 **Country:** Sweden **Ticker:** CATE

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** W2356E100

**Shares Voted:** 251

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Board's Report and Report on Committee Work | Mgmt | | | |
| 8 | Receive CEO's Report | Mgmt | | | |
| 9 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 10 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 11 | Approve Allocation of Income and Dividends of SEK 9.50 Per Share | Mgmt | For | For | For |
| 12.a | Approve Discharge of Gustav Hermelin | Mgmt | For | For | For |
| 12.b | Approve Discharge of Katarina Wallin | Mgmt | For | For | For |
| 12.c | Approve Discharge of Helene Briggert | Mgmt | For | For | For |
| 12.d | Approve Discharge of Caesar Afors | Mgmt | For | For | For |

# Catena AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12.e | Approve Discharge of Vesna Jovic | Mgmt | For | For | For |
| 12.f | Approve Discharge of Lennart Mauritzson | Mgmt | For | For | For |
| 12.g | Approve Discharge of Joost Uwents | Mgmt | For | For | For |
| 12.h | Approve Discharge of CEO Jorgen Eriksson | Mgmt | For | For | For |
| 13 | Determine Number of Members (6) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 14.a | Approve Remuneration of Directors in the Amount of SEK 500,000 for Chair and SEK 250,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 14.b | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15.a | Elect Karl Thorngren as New Director | Mgmt | For | For | For |
| 15.b | Reelect Katarina Wallin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Karl Thorngren, Helene Briggert, Vesna Jovic, and Joost Uwents (Items 15.a, 15.c, 15.e, and 15.f) is warranted due to a lack of concern regarding the suitability of these nominees. Remuneration Committee Independence A vote AGAINST nominees Katarina Wallin and Lennart Mauritzson (Items 15.b and 15.d) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 15.c | Reelect Helene Briggert as Director | Mgmt | For | For | For |
| 15.d | Reelect Lennart Mauritzson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Karl Thorngren, Helene Briggert, Vesna Jovic, and Joost Uwents (Items 15.a, 15.c, 15.e, and 15.f) is warranted due to a lack of concern regarding the suitability of these nominees. Remuneration Committee Independence A vote AGAINST nominees Katarina Wallin and Lennart Mauritzson (Items 15.b and 15.d) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 15.e | Reelect Vesna Jovic as Director | Mgmt | For | For | For |
| 15.f | Reelect Joost Uwents as Director | Mgmt | For | For | For |
| 15g | Reelect Lennart Mauritzson as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted as the election of this individual to the board of directors is not supported.* | | | | |
| 16 | Ratify KPMG as Auditors | Mgmt | For | For | For |
| 17 | Authorize Chair of the Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee | Mgmt | For | For | For |

## Catena AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 19 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because of lagged and insufficient disclosure of the STIP.* | | | | |
| 20 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 21 | Authorize Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 22 | Approve Creation of Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 23 | Other Business | Mgmt | | | |
| 24 | Close Meeting | Mgmt | | | |

## Citizens Financial Group, Inc.

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** CFG

**Record Date:** 02/27/2026 **Meeting Type:** Annual

**Primary Security ID:** 174610105

**Shares Voted:** 11,928

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Bruce Van Saun | Mgmt | For | For | For |
| 1.2 | Elect Director Lee Alexander | Mgmt | For | For | For |
| 1.3 | Elect Director Tracy A. Atkinson | Mgmt | For | For | For |
| 1.4 | Elect Director Christine M. Cumming | Mgmt | For | For | For |
| 1.5 | Elect Director Kevin J. Cummings | Mgmt | For | For | For |
| 1.6 | Elect Director Edward J. Kelly, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Robert G. Leary | Mgmt | For | For | For |
| 1.8 | Elect Director Terrance J. Lillis | Mgmt | For | For | For |
| 1.9 | Elect Director Michele N. Siekerka | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Citizens Financial Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.10 | Elect Director Christopher J. Swift | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.11 | Elect Director Claude E. Wade | Mgmt | For | For | For |
| 1.12 | Elect Director Marita Zuraitis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Adopt Simple Majority Vote | SH | Against | Against | Against |

## De'Longhi SpA

**Meeting Date:** 04/23/2026 **Country:** Italy **Ticker:** DLG
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** T3508H102

**Shares Voted:** 354

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividend Distribution | Mgmt | For | For | For |
| 3.1 | Approve Remuneration Policy | Mgmt | For | For | For |
| 3.2 | Approve Second Section of the Remuneration Report | Mgmt | For | For | For |
| 4 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |

## Edison International

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** EIX
**Record Date:** 02/27/2026 **Meeting Type:** Annual
**Primary Security ID:** 281020107

## Edison International

**Shares Voted:** 33,616

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jeanne Beliveau-Dunn | Mgmt | For | For | For |
| 1b | Elect Director Michael C. Camuñez | Mgmt | For | For | For |
| 1c | Elect Director Jennifer M. Granholm | Mgmt | For | For | For |
| 1d | Elect Director James T. Morris | Mgmt | For | For | For |
| 1e | Elect Director Timothy T. O'Toole | Mgmt | For | For | For |
| 1f | Elect Director Pedro J. Pizarro | Mgmt | For | For | For |
| 1g | Elect Director Marcy L. Reed | Mgmt | For | For | For |
| 1h | Elect Director Carey A. Smith | Mgmt | For | For | For |
| 1i | Elect Director Linda G. Stuntz | Mgmt | For | For | For |
| 1j | Elect Director Peter J. Taylor | Mgmt | For | For | For |
| 1k | Elect Director Keith Trent | Mgmt | For | For | For |
| 2 | Ratify PwC as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.* | | | | |
| 4 | Adopt Share Retention Policy For Senior Executives | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR the proposal is warranted as the adoption of more stringent stock ownership requirements would more meaningfully align executives' interests with long-term shareholder value.* | | | | |

## Eurofins Scientific SE

**Meeting Date:** 04/23/2026 **Country:** Luxembourg **Ticker:** ERF

**Record Date:** 04/09/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** L31839134

**Shares Voted:** 721

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive and Approve Board's Reports | Mgmt | For | For | For |

# Eurofins Scientific SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Receive and Approve Director's Special Report Re: Transactions Carried Out Under the Authorized Capital Established | Mgmt | For | For | For |
| 3 | Receive and Approve Auditor's Reports | Mgmt | For | For | For |
| 4 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 5 | Approve Financial Statements | Mgmt | For | For | For |
| 6 | Approve Allocation of Income | Mgmt | For | For | For |
| 7 | Approve Discharge of Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because Gilles Martin and Yves-Loic Martin are founding family members of the company and the beneficiary of the unequal vote structure via the beneficiary units owned by Martin family holding. Since the discharge resolution is currently bundled, it does not allow shareholders to target individuals primarily responsible for, or benefiting from, the unequal vote structure.* | | | | |
| 8 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because the company grants non-performance based LTI awards for stock options (50 percent of LTIP) and the TSR performance measurement allows for vesting below median performance.* | | | | |
| 10 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because: - The proposed remuneration is below par in relation to market standards, particularly with regard to disclosure of the performance achievement of non-financial metrics for the STI award of other executives, which does not allow shareholders to assess the stringency of the total STI payout. - The stock options plan part of the LTI award is not performance based for other executives; - Moreover, achievement information and number of vested awards to individual executives is not provided and does not allow to fully understand the 2025 realized pay package. - However, we note that the company has a better responsiveness this year and addressed shareholders' concerns.* | | | | |
| 11 | Reelect Evie Roos as Independent Non-Executive Director | Mgmt | For | For | For |
| 12 | Reelect Patrizia Luchetta as Independent Non-Executive as Director | Mgmt | For | For | For |
| 13 | Reelect Gavin Hill as Independent Non-Executive Director | Mgmt | For | For | For |
| 14 | Elect Valerie Arnold as Independent Non-Executive Director | Mgmt | For | For | For |
| 15 | Renewal Appointment of Deloitte Audit or Appointment of a New Approved Statutory Auditor | Mgmt | For | For | For |
| 16 | Approve Attendance Fees of Directors | Mgmt | For | For | For |
| 17 | Approve Transactions of the Share Capital Carried out by the Board of Directors in Accordance with the Buy-Back Program | Mgmt | For | For | For |

## Eurofins Scientific SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Approve Share Repurchase Program | Mgmt | For | For | For |
| 19 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| | Extraordinary Meeting Agenda | Mgmt | | | |
| 1 | Approve Reduction in Share Capital through Cancellation of Shares | Mgmt | For | For | For |
| 2 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Fastenal Company

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** FAST

**Record Date:** 02/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 311900104

**Shares Voted:** 31,437

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Scott A. Satterlee | Mgmt | For | For | For |
| 1b | Elect Director Michael J. Ancius | Mgmt | For | For | For |
| 1c | Elect Director Stephen L. Eastman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Brady D. Ericson | Mgmt | For | For | For |
| 1e | Elect Director Daniel L. Florness | Mgmt | For | For | For |
| 1f | Elect Director Rita J. Heise | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Hsenghung Sam Hsu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Daniel L. Johnson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Sarah N. Nielsen | Mgmt | For | For | For |
| 1j | Elect Director Irene A. Quarshie | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Fastenal Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1k | Elect Director Reyne K. Wisecup | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Restricted Stock Plan | Mgmt | For | For | For |
| 5 | Approve Non-Employee Director Restricted Stock Plan | Mgmt | For | For | For |
| 6 | Adopt a Policy to Disclose EEO-1 Report | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. A detailed breakdown of the company's workforce by race, ethnicity, and gender would enable shareholders to evaluate the effectiveness of the company's efforts and offer comparable data.* | | | | |

## Genpact Limited

**Meeting Date:** 04/23/2026 **Country:** Bermuda **Ticker:** G

**Record Date:** 02/27/2026 **Meeting Type:** Annual

**Primary Security ID:** G3922B107

**Shares Voted:** 7,563

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Balkrishan "BK" Kalra | Mgmt | For | For | For |
| 1.2 | Elect Director James Madden | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Laura Conigliaro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Nicholas Gangestad | Mgmt | For | For | For |
| 1.5 | Elect Director John Hinshaw | Mgmt | For | For | For |
| 1.6 | Elect Director Carol Lindstrom | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director CeCelia Morken | Mgmt | For | For | For |
| 1.8 | Elect Director Brian Stevens | Mgmt | For | For | For |
| 1.9 | Elect Director Thimaya Subaiya | Mgmt | For | For | For |
| 1.10 | Elect Director Mark Verdi | Mgmt | For | For | For |

## Genpact Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.* | | | | |
| 3 | Ratify KPMG Assurance and Consulting Services LLP as Auditors | Mgmt | For | For | For |

## Grupo Aeroportuario del Sureste SA de CV

**Meeting Date:** 04/23/2026 **Country:** Mexico **Ticker:** ASURB

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** P4950Y100

**Shares Voted:** 2,610

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Approve CEO's and Auditor's Reports on Operations and Results of Company, and Board's Opinion on Reports | Mgmt | For | For | For |
| 1b | Approve Board's Report on Accounting Policies and Criteria for Preparation of Financial Statements | Mgmt | For | For | For |
| 1c | Approve Report on Activities and Operations Undertaken by Board | Mgmt | For | For | For |
| 1d | Approve Individual and Consolidated Financial Statements | Mgmt | For | For | For |
| 1e | Approve Report of Audit Committee's Activities and Report on Company's Subsidiaries | Mgmt | For | For | For |
| 1f | Approve Report on Adherence to Fiscal Obligations | Mgmt | For | For | For |
| 2a | Approve Increase in Legal Reserve by MXN 6 | Mgmt | For | For | For |
| 2b | Approve Cash Ordinary Dividends of MXN 10 Per Share | Mgmt | For | For | For |
| 2c | Set Maximum Amount of Share Repurchase Reserve at MXN 7.49 Billion; Approve Report on Policies of Repurchase of Share | Mgmt | For | For | For |
| 3a | Approve Discharge of Board of Directors and CEO | Mgmt | For | For | For |

# Grupo Aeroportuario del Sureste SA de CV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Items 3b.1 and 3b.2: Appointed by Holders of Series BB Shares who are Entitled to Elect Two Members and their Alternates to Board of Directors | Mgmt | | | |
| 3b.1 | Elect/Ratify Fernando Chico Pardo as Director and Felipe Chico Hernandez as Alternate Director | Mgmt | | | |
| 3b.2 | Elect/Ratify Jose Antonio Perez Anton as Director and Luis Fernando Lozano Bonfil as Alternate Director | Mgmt | | | |
| | Items 3b.3 and 3b.4: Appointed by Shareholders Owning at Least 10 Percent of Capital Stock in Form of Series B Shares Who are Entitled to Elect One Member to Board of Directors for Each 10 Percent Interest Owned | Mgmt | | | |
| 3b.3 | Elect/Ratify Pablo Chico Hernandez as Director | Mgmt | | | |
| 3b.4 | Elect/Ratify Aurelio Perez Alonso as Director | Mgmt | | | |
| 3b.5 | Elect/Ratify Rasmus Christiansen as Director | Mgmt | For | For | For |
| 3b.6 | Elect/Ratify Francisco Garza Zambrano as Director | Mgmt | For | For | For |
| 3b.7 | Elect/Ratify Guillermo Ortiz Martinez as Director | Mgmt | For | For | For |
| 3b.8 | Elect/Ratify Barbara Garza Laguera Gonda as Director | Mgmt | For | For | For |
| 3b.9 | Elect/Ratify Heliane Steden as Director | Mgmt | For | For | For |
| 3b.10 | Elect/Ratify Diana M. Chavez as Director | Mgmt | For | For | For |
| 3b.11 | Elect/Ratify Isabel Prieto Prieto as Director | Mgmt | For | For | For |
| 3b.12 | Elect/Ratify Rafael Robles Miaja as Secretary (Non-Member) of Board | Mgmt | For | For | For |
| 3b.13 | Elect/Ratify Ana Maria Poblanno Chanona as Alternate Secretary (Non-Member) of Board | Mgmt | For | For | For |
| 3c.1 | Elect/Ratify Guillermo Ortiz Martinez as Chair of Audit Committee | Mgmt | For | For | For |
| 3d.1 | Elect/Ratify Barbara Garza Laguera Gonda as Member of Nominations and Compensations Committee | Mgmt | For | For | For |

## Grupo Aeroportuario del Sureste SA de CV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3d.2 | Elect/Ratify Fernando Chico Pardo as Member of Nominations and Compensations Committee | Mgmt | For | For | For |
| 3d.3 | Elect/Ratify Jose Antonio Perez Anton of Nominations and Compensations Committee | Mgmt | For | For | For |
| 3e.1 | Approve Remuneration of Directors in the Amount of MXN 110,000 | Mgmt | For | For | For |
| 3e.2 | Approve Remuneration of Operations Committee in the Amount of MXN 110,000 | Mgmt | For | For | For |
| 3e.3 | Approve Remuneration of Nominations and Compensations Committee in the Amount of MXN 110,000 | Mgmt | For | For | For |
| 3e.4 | Approve Remuneration of Audit Committee in the Amount of MXN 150,000 | Mgmt | For | For | For |
| 3e.5 | Approve Remuneration of Acquisitions and Contracts Committee in the Amount of MXN 40,000 | Mgmt | For | For | For |
| 4a | Authorize Claudio R. Gongora Morales to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 4b | Authorize Rafael Robles Miaja to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 4c | Authorize Ana Maria Poblanno Chanona to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Grupo Financiero Banorte SAB de CV

**Meeting Date:** 04/23/2026 **Country:** Mexico **Ticker:** GFNORTEO

**Record Date:** 04/10/2026 **Meeting Type:** Annual

**Primary Security ID:** P49501201

**Shares Voted:** 63,106

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.a | Approve CEO's Report on Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.b | Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information | Mgmt | For | For | For |

# Grupo Financiero Banorte SAB de CV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.c | Approve Board's Report on Operations and Activities Undertaken by Board | Mgmt | For | For | For |
| 1.d | Approve Report on Activities of Audit and Corporate Practices Committee | Mgmt | For | For | For |
| 1.e | Approve All Operations Carried out by Company and Ratify Actions Carried out by Board, CEO and Audit and Corporate Practices Committee | Mgmt | For | For | For |
| 2 | Approve Allocation of Income | Mgmt | For | For | For |
| 3.a | Approve Cash Dividends of MXN 10.45 Per Share | Mgmt | For | For | For |
| 3.b | Approve Cash Dividend to Be Paid on May 29, 2026 | Mgmt | For | For | For |
| 4 | Receive Auditor's Report on Tax Position of Company | Mgmt | | | |
| 5.a1 | Elect Carlos Hank Gonzalez as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Carlos Hank Gonzalez, Jose Antonio Chedraui Eguia, Carlos de la Isla Corry, Federico Carlos Fernandez Senderos, Juan Antonio Gonzalez Moreno, and Thomas Stanley Heather Rodriguez is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders* | | | | |
| 5.a2 | Elect Juan Antonio Gonzalez Moreno as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Carlos Hank Gonzalez, Jose Antonio Chedraui Eguia, Carlos de la Isla Corry, Federico Carlos Fernandez Senderos, Juan Antonio Gonzalez Moreno, and Thomas Stanley Heather Rodriguez is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders* | | | | |
| 5.a3 | Elect David Juan Villarreal Montemayor as Director | Mgmt | For | For | For |
| 5.a4 | Elect Jose Marcos Ramirez Miguel as Director | Mgmt | For | For | For |
| 5.a5 | Elect Carlos de la Isla Corry as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Carlos Hank Gonzalez, Jose Antonio Chedraui Eguia, Carlos de la Isla Corry, Federico Carlos Fernandez Senderos, Juan Antonio Gonzalez Moreno, and Thomas Stanley Heather Rodriguez is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders* | | | | |
| 5.a6 | Elect Alicia Alejandra Lebrija Hirschfeld as Director | Mgmt | For | For | For |
| 5.a7 | Elect Clemente Ismael Reyes Retana Valdes as Director | Mgmt | For | For | For |
| 5.a8 | Elect Mariana Banos Reynaud as Director | Mgmt | For | For | For |

# Grupo Financiero Banorte SAB de CV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.a9 | Elect Federico Carlos Fernandez Senderos as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Carlos Hank Gonzalez, Jose Antonio Chedraui Eguia, Carlos de la Isla Corry, Federico Carlos Fernandez Senderos, Juan Antonio Gonzalez Moreno, and Thomas Stanley Heather Rodriguez is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders* | | | | |
| 5.a10 | Elect David Penaloza Alanis as Director | Mgmt | For | For | For |
| 5.a11 | Elect Jose Antonio Chedraui Eguia as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Carlos Hank Gonzalez, Jose Antonio Chedraui Eguia, Carlos de la Isla Corry, Federico Carlos Fernandez Senderos, Juan Antonio Gonzalez Moreno, and Thomas Stanley Heather Rodriguez is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders* | | | | |
| 5a12 | Elect Thomas Stanley Heather Rodriguez as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Carlos Hank Gonzalez, Jose Antonio Chedraui Eguia, Carlos de la Isla Corry, Federico Carlos Fernandez Senderos, Juan Antonio Gonzalez Moreno, and Thomas Stanley Heather Rodriguez is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders* | | | | |
| 5a13 | Elect Diana Munozcano Felix as Director | Mgmt | For | For | For |
| 5a14 | Elect Graciela Gonzalez Moreno as Alternate Director | Mgmt | For | For | For |
| 5a15 | Elect Juan Antonio Gonzalez Marcos as Alternate Director | Mgmt | For | For | For |
| 5a16 | Elect Alberto Halabe Hamui as Alternate Director | Mgmt | For | For | For |
| 5a17 | Elect Gerardo Salazar Viezca as Alternate Director | Mgmt | For | For | For |
| 5a18 | Elect Rafael Victorio Arana de la Garza as Alternate Director | Mgmt | For | For | For |
| 5a19 | Elect Roberto Kelleher Vales as Alternate Director | Mgmt | For | For | For |
| 5a20 | Elect Cecilia Goya de Riviello Meade as Alternate Director | Mgmt | For | For | For |
| 5a21 | Elect Jose Maria Garza Trevino as Alternate Director | Mgmt | For | For | For |
| 5a22 | Elect Manuel Francisco Ruiz Camero as Alternate Director | Mgmt | For | For | For |
| 5a23 | Elect Carlos Cesarman Kolteniuk as Alternate Director | Mgmt | For | For | For |
| 5a24 | Elect Humberto Tafolla Nunez as Alternate Director | Mgmt | For | For | For |
| 5a25 | Elect Diego Martinez Rueda-Chapital as Alternate Director | Mgmt | For | For | For |

## Grupo Financiero Banorte SAB de CV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5a26 | Elect Manuel Guillermo Munozcano Castro as Alternate Director | Mgmt | For | For | For |
| 5.b | Elect Hector Avila Flores (Non-Member) as Board Secretary | Mgmt | For | For | For |
| 5.c | Approve Directors Liability and Indemnification | Mgmt | For | For | For |
| 6 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 7 | Elect Thomas Stanley Heather Rodriguez as Chair of Audit and Corporate Practices Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Carlos Hank Gonzalez, Jose Antonio Chedraui Eguia, Carlos de la Isla Corry, Federico Carlos Fernandez Senderos, Juan Antonio Gonzalez Moreno, and Thomas Stanley Heather Rodriguez is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders* | | | | |
| 8.1 | Approve Report on Share Repurchase | Mgmt | For | For | For |
| 8.2 | Set Aggregate Nominal Amount of Share Repurchase Reserve | Mgmt | For | For | For |
| 9 | Approve Certification of Company's Bylaws | Mgmt | For | For | For |
| 10 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## HCA Healthcare, Inc.

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** HCA
**Record Date:** 02/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 40412C101

**Shares Voted:** 1,452

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Thomas F. Frist, III | Mgmt | For | For | For |
| 1b | Elect Director Samuel N. Hazen | Mgmt | For | For | For |
| 1c | Elect Director John W. Chidsey, III | Mgmt | For | For | For |
| 1d | Elect Director Nancy-Ann DeParle | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director William R. Frist | Mgmt | For | For | For |

## HCA Healthcare, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director Hugh F. Johnston | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Michael W. Michelson | Mgmt | For | For | For |
| 1h | Elect Director Wayne J. Riley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Andrea B. Smith | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Impact of Hospital Acquisitions on Communities | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. In light of the company's recent acquisitions, increased transparency surrounding the impacts these have had on local communities would prove beneficial.* | | | | |
| 5 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, given that the ability to act by written consent would enhance shareholder rights.* | | | | |

## Hikma Pharmaceuticals Plc

**Meeting Date:** 04/23/2026 **Country:** United Kingdom **Ticker:** HIK

**Record Date:** 04/21/2026 **Meeting Type:** Annual

**Primary Security ID:** G4576K104

**Shares Voted:** 669

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Resolutions for All Shareholders | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Reappoint PwC as Auditors | Mgmt | For | For | For |
| 4 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 5 | Elect Khalid Nabilsi as Director | Mgmt | For | For | For |
| 6 | Re-elect Victoria Hull as Director | Mgmt | For | For | For |

## Hikma Pharmaceuticals Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Re-elect Said Darwazah as Director | Mgmt | For | For | For |
| 8 | Re-elect Mazen Darwazah as Director | Mgmt | For | For | For |
| 9 | Re-elect Douglas Hurt as Director | Mgmt | For | For | For |
| 10 | Re-elect Ali Al-Husry as Director | Mgmt | For | For | For |
| 11 | Re-elect Cynthia Flowers as Director | Mgmt | For | For | For |
| 12 | Re-elect Laura Balan as Director | Mgmt | For | For | For |
| 13 | Re-elect Deneen Vojta as Director | Mgmt | For | For | For |
| 14 | Approve Remuneration Report | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| | Resolutions for Independent Shareholders Only | Mgmt | | | |
| 21 | Approve Waiver of Rule 9 of the Takeover Code | Mgmt | For | For | For |
| 22 | Approve Waiver of Rule 9 of the Takeover Code Pursuant to the 2027 Awards Grant | Mgmt | For | For | For |

## HMS Networks AB

**Meeting Date:** 04/23/2026 **Country:** Sweden **Ticker:** HMS

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** W4598X110

**Shares Voted:** 239

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |

# HMS Networks AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7.a | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7.b | Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management | Mgmt | | | |
| 7.c | Receive Board's Proposition According to Items 14-16 | Mgmt | | | |
| 8 | Receive CEO's Report | Mgmt | | | |
| 9.a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9.b | Approve Allocation of Income and Dividends of SEK 4.80 Per Share | Mgmt | For | For | For |
| 9.c | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of SEK 960,000 for Chair and SEK 370,000 for Other Directors; Approve Remuneration for Audit Committee Work; Approve Remuneration of Auditor | Mgmt | For | For | For |
| 12 | Reelect Charlotte Brogren (Chair), Anders Morck, Cecilia Wachtmeister, Niklas Edling, Anna Kleine, and Johan Stakeberg as Directors; Elect Henrik Elmin as New Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted, because Charlotte Brogren Karlberg holds an outside executive position while being proposed as board chair. Given the bundled nature of this item, votes against the entire slate is warranted* | | | | |
| 13 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 14 | Approve Remuneration Report | Mgmt | For | For | For |
| 15 | Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights | Mgmt | For | For | For |

## HMS Networks AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 16 | Approve Performance Share Matching Plan for Key Employees | Mgmt | For | For | For |
| 17 | Close Meeting | Mgmt | | | |

## Interactive Brokers Group, Inc.

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** IBKR

**Record Date:** 02/24/2026 **Meeting Type:** Annual

**Primary Security ID:** 45841N107

**Shares Voted:** 1,248

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Thomas Peterffy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent. A vote AGAINST Thomas Peterffy, Milan Galik, and Earl Nemser is further warranted for serving as non-independent members of a key board committee. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Earl H. Nemser | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent. A vote AGAINST Thomas Peterffy, Milan Galik, and Earl Nemser is further warranted for serving as non-independent members of a key board committee. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Milan Galik | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent. A vote AGAINST Thomas Peterffy, Milan Galik, and Earl Nemser is further warranted for serving as non-independent members of a key board committee.* | | | | |
| 1d | Elect Director Paul J. Brody | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent.* | | | | |
| 1e | Elect Director Lawrence E. Harris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent.* | | | | |
| 1f | Elect Director William Peterffy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent.* | | | | |
| 1g | Elect Director Nicole Yuen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Jill Bright | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent.* | | | | |
| 1i | Elect Director Richard Repetto | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent.* | | | | |

## Interactive Brokers Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Lori Conkling | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST all director nominees is warranted because the board is not majority independent.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements; and - The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control. Shareholders should also note that while annual incentives are informed by individual and company financial performance, bonuses are ultimately discretionarily determined by the committee. In addition, LTI awards are entirely time-based and lack a long-term time horizon.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan permits cash buyout of awards without shareholder approval (overriding factor) - The estimated duration of available and proposed shares exceeds six years - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan allows broad discretion to accelerate vesting* | | | | |

## IQVIA Holdings Inc.

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** IQV

**Record Date:** 02/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 46266C105

**Shares Voted:** 2,975

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Ari Bousbib | Mgmt | For | For | For |
| 1b | Elect Director Carol J. Burt | Mgmt | For | For | For |
| 1c | Elect Director John G. Danhakl | Mgmt | For | For | For |
| 1d | Elect Director James A. Fasano | Mgmt | For | For | For |
| 1e | Elect Director Colleen A. Goggins | Mgmt | For | For | For |
| 1f | Elect Director William G. Kaelin, Jr. | Mgmt | For | For | For |
| 1g | Elect Director John M. Leonard | Mgmt | For | For | For |
| 1h | Elect Director Leslie Wims Morris | Mgmt | For | For | For |
| 1i | Elect Director Sheila A. Stamps | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## IQVIA Holdings Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 28.02 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan lacks sufficient positive features (overriding factor) - The plan cost is excessive - The estimated duration of available and proposed shares exceeds six years - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting* | | | | |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Johnson & Johnson

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** JNJ

**Record Date:** 02/24/2026 **Meeting Type:** Annual

**Primary Security ID:** 478160104

**Shares Voted:** 33,135

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mary C. Beckerle | Mgmt | For | For | For |
| 1b | Elect Director Jennifer A. Doudna | Mgmt | For | For | For |
| 1c | Elect Director Joaquin Duato | Mgmt | For | For | For |
| 1d | Elect Director Marillyn A. Hewson | Mgmt | For | For | For |
| 1e | Elect Director Paula A. Johnson | Mgmt | For | For | For |
| 1f | Elect Director Hubert Joly | Mgmt | For | For | For |
| 1g | Elect Director Mark B. McClellan | Mgmt | For | For | For |
| 1h | Elect Director John G. Morikis | Mgmt | For | For | For |
| 1i | Elect Director Daniel E. Pinto | Mgmt | For | For | For |
| 1j | Elect Director Mark A. Weinberger | Mgmt | For | For | For |
| 1k | Elect Director Nadja Y. West | Mgmt | For | For | For |
| 1l | Elect Director Eugene A. Woods | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Johnson & Johnson

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## London Stock Exchange Group plc

**Meeting Date:** 04/23/2026 **Country:** United Kingdom **Ticker:** LSEG

**Record Date:** 04/21/2026 **Meeting Type:** Annual

**Primary Security ID:** G5689U103

**Shares Voted:** 3,751

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Re-elect Kathleen DeRose as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Donald (Don) Robert, Cressida Hogg, Kathleen DeRose, Tsega Gebreyes, Scott Guthrie, Lloyd Pitchford, Valerie (Val) Rahmani and William Vereker is warranted for lack of diversity on the board.* | | | | |
| 5 | Re-elect Tsega Gebreyes as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Donald (Don) Robert, Cressida Hogg, Kathleen DeRose, Tsega Gebreyes, Scott Guthrie, Lloyd Pitchford, Valerie (Val) Rahmani and William Vereker is warranted for lack of diversity on the board.* | | | | |
| 6 | Re-elect Scott Guthrie as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Donald (Don) Robert, Cressida Hogg, Kathleen DeRose, Tsega Gebreyes, Scott Guthrie, Lloyd Pitchford, Valerie (Val) Rahmani and William Vereker is warranted for lack of diversity on the board.* | | | | |
| 7 | Re-elect Cressida Hogg as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Donald (Don) Robert, Cressida Hogg, Kathleen DeRose, Tsega Gebreyes, Scott Guthrie, Lloyd Pitchford, Valerie (Val) Rahmani and William Vereker is warranted for lack of diversity on the board.* | | | | |
| 8 | Re-elect Lloyd Pitchford as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Donald (Don) Robert, Cressida Hogg, Kathleen DeRose, Tsega Gebreyes, Scott Guthrie, Lloyd Pitchford, Valerie (Val) Rahmani and William Vereker is warranted for lack of diversity on the board.* | | | | |
| 9 | Re-elect Michel-Alain Proch as Director | Mgmt | For | For | For |

## London Stock Exchange Group plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Re-elect Val Rahmani as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Donald (Don) Robert, Cressida Hogg, Kathleen DeRose, Tsega Gebreyes, Scott Guthrie, Lloyd Pitchford, Valerie (Val) Rahmani and William Vereker is warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect Don Robert as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Donald (Don) Robert, Cressida Hogg, Kathleen DeRose, Tsega Gebreyes, Scott Guthrie, Lloyd Pitchford, Valerie (Val) Rahmani and William Vereker is warranted for lack of diversity on the board.* | | | | |
| 12 | Re-elect David Schwimmer as Director | Mgmt | For | For | For |
| 13 | Re-elect William Vereker as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Donald (Don) Robert, Cressida Hogg, Kathleen DeRose, Tsega Gebreyes, Scott Guthrie, Lloyd Pitchford, Valerie (Val) Rahmani and William Vereker is warranted for lack of diversity on the board.* | | | | |
| 14 | Elect Dame Elizabeth Corley as Director | Mgmt | For | For | For |
| 15 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 23 | Authorise Capitalisation of Merger Relief Reserve | Mgmt | For | For | For |
| 24 | Approve Cancellation of the Capital Reduction Share and Share Premium Account | Mgmt | For | For | For |

## LVMH Moet Hennessy Louis Vuitton SE

**Meeting Date:** 04/23/2026 **Country:** France **Ticker:** MC

**Record Date:** 04/15/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F58485115

# LVMH Moet Hennessy Louis Vuitton SE

**Shares Voted:** 1,581

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 13 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the Company failed to provide enough information with respect to the transaction with Agache, the main shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.* | | | | |
| 5 | Reelect Delphine Arnault as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST this reelection are warranted since Delphine Arnault benefits from the company's distortive voting structure (Item 5).* | | | | |
| 6 | Reelect Wei Sun Christianson as Director | Mgmt | For | For | For |
| 7 | Reelect Marie-Josée Kravis as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the reelections of Marie-Jose Kravis and Natacha Valla, member and chair of the remuneration committee, is warranted. Despite recurring high free float dissent dissents and serious concerns on the items relative to the executive remunerations, the company has not provided any response to the dissents expressed, neither over the recent years nor this year (Item 7 and 9). In addition, Natacha Valla is also a member of the audit committee, where the Item relative to the related party transactions also faced a significant free float dissent and the board has not responded to it.* | | | | |
| 8 | Reelect Laurent Mignon as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors or those in comparable roles. Therefore, his (re)election warrants votes AGAINST (Item 8). In addition, Laurent Mignon is also a member of the audit committee, where the Item relative to the related party transactions also faced a significant dissent and the board has not responded to it.* | | | | |
| 9 | Reelect Natacha Valla as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the reelections of Marie-Jose Kravis and Natacha Valla, member and chair of the remuneration committee, is warranted. Despite recurring high free float dissent dissents and serious concerns on the items relative to the executive remunerations, the company has not provided any response to the dissents expressed, neither over the recent years nor this year (Item 7 and 9). In addition, Natacha Valla is also a member of the audit committee, where the Item relative to the related party transactions also faced a significant free float dissent and the board has not responded to it.* | | | | |
| 10 | Elect Ariane Gorin as Director | Mgmt | For | For | For |
| 11 | Renew Appointment of Diego Della Valle as Censor | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.* | | | | |

# LVMH Moet Hennessy Louis Vuitton SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Renew Appointment of Lord Powell of Bayswater as Censor | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.* | | | | |
| 13 | Approve Compensation Report of Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted in regard of : - the high level of dissent recorded at several previous AGMs and the lack of response from the company. - the limited perimeter used for the pay ratio.* | | | | |
| 14 | Approve Compensation of Bernard Arnault, Chairman and CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because of the limited disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested in 2024 and 2025. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.* | | | | |
| 15 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 16 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A Votes AGAINST this remuneration policies is warranted as: - The Company does not disclose the base salary of the CEO anymore. - The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed. - Post-mandate vesting of LTI grant is not explicitly excluded. - The derogation policy of the board is deemed too broad; and - The cap on the exceptional remuneration is not disclosed.* | | | | |
| 17 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 18 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 19 | Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: - No information is available on the existence of performance conditions. - The vesting period is not sufficiently long-term oriented. - The performance period is not disclosed.* | | | | |
| 20 | Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: - No information is available on the existence of performance conditions. - The vesting period is not disclosed. - The performance period is not disclosed.* | | | | |
| 21 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | Mgmt | For | For | For |

## MYR Group Inc.

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** MYRG
**Record Date:** 02/27/2026 **Meeting Type:** Annual
**Primary Security ID:** 55405W104

**Shares Voted:** 253

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Bradley T. Favreau | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Kenneth M. Hartwick | Mgmt | For | For | For |
| 1c | Elect Director Ajoy H. Karna | Mgmt | For | For | For |
| 1d | Elect Director Jennifer E. Lowry | Mgmt | For | For | For |
| 1e | Elect Director Donald C.I. Lucky | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Shirin S. O'Connor | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Aurelie P. Richard | Mgmt | For | For | For |
| 1h | Elect Director Richard S. Swartz | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Crowe LLP as Auditors | Mgmt | For | For | For |

## Pfizer Inc.

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** PFE
**Record Date:** 02/25/2026 **Meeting Type:** Annual
**Primary Security ID:** 717081103

**Shares Voted:** 71,824

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Ronald E. Blaylock | Mgmt | For | For | For |
| 1.2 | Elect Director Albert Bourla | Mgmt | For | For | For |

## Pfizer Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Mortimer J. Buckley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Susan Desmond-Hellmann | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Joseph J. Echevarria | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Scott Gottlieb | Mgmt | For | For | For |
| 1.7 | Elect Director Dan R. Littman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Shantanu Narayen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Suzanne Nora Johnson | Mgmt | For | For | For |
| 1.10 | Elect Director James Quincey | Mgmt | For | For | For |
| 1.11 | Elect Director James C. Smith | Mgmt | For | For | For |
| 1.12 | Elect Director Cyrus Taraporevala | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Rambus Inc.

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** RMBS

**Record Date:** 02/25/2026 **Meeting Type:** Annual

**Primary Security ID:** 750917106

## Rambus Inc.

**Shares Voted:** 511

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Charles Kissner | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Meera Rao | Mgmt | For | For | For |
| 1c | Elect Director Necip Sayiner | Mgmt | For | For | For |
| 1d | Elect Director Luc Seraphin | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## RELX Plc

**Meeting Date:** 04/23/2026 **Country:** United Kingdom **Ticker:** REL

**Record Date:** 04/21/2026 **Meeting Type:** Annual

**Primary Security ID:** G7493L105

**Shares Voted:** 20,855

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Policy | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 6 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 7 | Re-elect Paul Walker as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Paul Walker, Suzanne Wood and Andrew (Andy) Sukawaty is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8 | Re-elect Erik Engstrom as Director | Mgmt | For | For | For |
| 9 | Re-elect Nick Luff as Director | Mgmt | For | For | For |
| 10 | Re-elect Alistair Cox as Director | Mgmt | For | For | For |
| 11 | Re-elect June Felix as Director | Mgmt | For | For | For |

## RELX Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Re-elect Andy Halford as Director | Mgmt | For | For | For |
| 13 | Re-elect Charlotte Hogg as Director | Mgmt | For | For | For |
| 14 | Re-elect Andrew Sukawaty as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Paul Walker, Suzanne Wood and Andrew (Andy) Sukawaty is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 15 | Re-elect Bianca Tetteroo as Director | Mgmt | For | For | For |
| 16 | Re-elect Suzanne Wood as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Paul Walker, Suzanne Wood and Andrew (Andy) Sukawaty is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Reply SpA

**Meeting Date:** 04/23/2026 **Country:** Italy **Ticker:** REY

**Record Date:** 04/14/2026 **Meeting Type:** Annual

**Primary Security ID:** T60326112

**Shares Voted:** 105

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1b | Approve Allocation of Income and Dividend Distribution | Mgmt | For | For | For |
| 2 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 3a | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because the company provided limited disclosure around caps and vesting scales for variable pay.* | | | | |

## Reply SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3b | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |

*Voting Policy Rationale: This item warrants a vote AGAINST because the company provides insufficient retrospective information on variable incentives.*

## Schaeffler AG

**Meeting Date:** 04/23/2026 **Country:** Germany **Ticker:** SHA0

**Record Date:** 04/16/2026 **Meeting Type:** Annual

**Primary Security ID:** D6T0B6155

**Shares Voted:** 1,583

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.30 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Klaus Rosenfeld for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Management Board Member Claus Bauer for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.3 | Approve Discharge of Management Board Member Astrid Fontaine for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Management Board Member Christophe Hannequin for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.5 | Approve Discharge of Management Board Member Andreas Schick for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.6 | Approve Discharge of Management Board Member Jens Schueler for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.7 | Approve Discharge of Management Board Member Thomas Stierle for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.8 | Approve Discharge of Management Board Member Uwe Wagner for Fiscal Year 2025 | Mgmt | For | For | For |

# Schaeffler AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.9 | Approve Discharge of Management Board Member Sascha Zaps for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.10 | Approve Discharge of Management Board Member Matthias Zink for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.1 | Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Supervisory Board Member Sabine Bendiek for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Grigore Beutura for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Supervisory Board Member Hans-Joerg Bullinger for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.5 | Approve Discharge of Supervisory Board Member Manfred Eibeck for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.6 | Approve Discharge of Supervisory Board Member Holger Engelmann for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.7 | Approve Discharge of Supervisory Board Member Bernd Gottschalk for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.8 | Approve Discharge of Supervisory Board Member Ulrike Hasbargen for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.9 | Approve Discharge of Supervisory Board Member Susanne Heckelsberger for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.10 | Approve Discharge of Supervisory Board Member Lisa Hinrichsen for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.11 | Approve Discharge of Supervisory Board Member Joachim Hirsch for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.12 | Approve Discharge of Supervisory Board Member Thomas Hoehn for Fiscal Year 2025 | Mgmt | For | For | For |

# Schaeffler AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.13 | Approve Discharge of Supervisory Board Member Michael Kicker for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.14 | Approve Discharge of Supervisory Board Member Hanna Koehler for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.15 | Approve Discharge of Supervisory Board Member Susanne Lau for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.16 | Approve Discharge of Supervisory Board Member Antje Muetherig for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.17 | Approve Discharge of Supervisory Board Member Horst Ott for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.18 | Approve Discharge of Supervisory Board Member Alexander Putz for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.19 | Approve Discharge of Supervisory Board Member Katherina Reiche for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.20 | Approve Discharge of Supervisory Board Member Maja Reusch for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.21 | Approve Discharge of Supervisory Board Member Volker Robl for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.22 | Approve Discharge of Supervisory Board Member Juergen Schenk for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.23 | Approve Discharge of Supervisory Board Member Helga Schoenhoff for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.24 | Approve Discharge of Supervisory Board Member Ulrich Schoepplein for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.25 | Approve Discharge of Supervisory Board Member Robin Stalker for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.26 | Approve Discharge of Supervisory Board Member Siegfried Wolf for Fiscal Year 2025 | Mgmt | For | For | For |

## Schaeffler AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.27 | Approve Discharge of Supervisory Board Member Tong Zhang for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.28 | Approve Discharge of Supervisory Board Member Markus Zirkel for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2026, for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2026 and as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Under the company's long-term bonus ('performance' share unit plan), 40 percent of the granted and vested so-called 'PSUs' are service-based only and are thus guaranteed. * While the increase in base salary and target variable remuneration is supported by a rationale, concerns are nevertheless raised considering that 40 percent of the LTI awards are not subject to performance. * The compensation committee of the supervisory board is majority non-independent. * Some concern is also noted due to adjustments made to target achievements under the LTI as a result of the merger with Vitesco because the board's approach results in a guaranteed payout for a portion of legacy LTIP awards, without a corresponding performance assessment or neutral adjustment mechanism.* | | | | |
| 7 | Approve Supervisory Board Remuneration Policy | Mgmt | For | For | For |
| 8 | Elect Ulrike Hasbargen to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Ulrike Hasbargen is warranted for lack of diversity on the board.* | | | | |

## SEGRO PLC

**Meeting Date:** 04/23/2026 **Country:** United Kingdom **Ticker:** SGRO

**Record Date:** 04/21/2026 **Meeting Type:** Annual

**Primary Security ID:** G80277141

**Shares Voted:** 172,826

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Re-elect Andy Harrison as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Harrison, Carol Fairweather, Mary Barnard, Susan (Sue) Clayton, Simon Fraser and Linda Yueh is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

# SEGRO PLC

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Re-elect Mary Barnard as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Harrison, Carol Fairweather, Mary Barnard, Susan (Sue) Clayton, Simon Fraser and Linda Yueh is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 6 | Re-elect Sue Clayton as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Harrison, Carol Fairweather, Mary Barnard, Susan (Sue) Clayton, Simon Fraser and Linda Yueh is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7 | Re-elect Carol Fairweather as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Harrison, Carol Fairweather, Mary Barnard, Susan (Sue) Clayton, Simon Fraser and Linda Yueh is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8 | Re-elect Simon Fraser as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Harrison, Carol Fairweather, Mary Barnard, Susan (Sue) Clayton, Simon Fraser and Linda Yueh is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Re-elect David Sleath as Director | Mgmt | For | For | For |
| 10 | Re-elect Marcus Sperber as Director | Mgmt | For | For | For |
| 11 | Re-elect Linda Yueh as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Harrison, Carol Fairweather, Mary Barnard, Susan (Sue) Clayton, Simon Fraser and Linda Yueh is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12 | Elect Susanne Schroeter as Director | Mgmt | For | For | For |
| 13 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## SEGRO PLC

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 21 | Adopt New Articles of Association | Mgmt | For | For | For |

## Sekisui House, Ltd.

**Meeting Date:** 04/23/2026 **Country:** Japan **Ticker:** 1928
**Record Date:** 01/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J70746136

**Shares Voted:** 2,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 72 | Mgmt | For | For | For |
| 2 | Amend Articles to Amend Business Lines | Mgmt | For | For | For |
| 3.1 | Elect Director Nakai, Yoshihiro | Mgmt | For | For | For |
| 3.2 | Elect Director Tanaka, Satoshi | Mgmt | For | For | For |
| 3.3 | Elect Director Ishii, Toru | Mgmt | For | For | For |
| 3.4 | Elect Director Omura, Yasushi | Mgmt | For | For | For |
| 3.5 | Elect Director Noma, Masaru | Mgmt | For | For | For |
| 3.6 | Elect Director Yoshimaru, Yukiko | Mgmt | For | For | For |
| 3.7 | Elect Director Kitazawa, Toshifumi | Mgmt | For | For | For |
| 3.8 | Elect Director Nakajima, Yoshimi | Mgmt | For | For | For |
| 3.9 | Elect Director Abe, Shinichi | Mgmt | For | For | For |
| 3.10 | Elect Director Kuroda, Yukiko | Mgmt | For | For | For |
| 4.1 | Appoint Statutory Auditor Ogino, Takashi | Mgmt | For | For | For |
| 4.2 | Appoint Statutory Auditor Hanada, Nobuo | Mgmt | For | For | For |

## Silicon Laboratories Inc.

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** SLAB
**Record Date:** 02/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 826919102

## Silicon Laboratories Inc.

**Shares Voted:** 203

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Navdeep S. Sooch | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Nina Richardson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.* | | | | |

## Sparebank 1 Sor-Norge ASA

**Meeting Date:** 04/23/2026 **Country:** Norway **Ticker:** SB1NO

**Record Date:** 04/16/2026 **Meeting Type:** Annual

**Primary Security ID:** R8170W115

**Shares Voted:** 3,564

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 3 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Accept Financial Statements and Statutory Reports; Approve Allocation of Income; Authorize Board to Decide on the Distribution of Dividends of NOK 12 Per Share | Mgmt | For | For | For |
| 5 | Approve Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |
| 6a | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 6b | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |

## Sparebank 1 Sor-Norge ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Extra Dividends | Mgmt | For | For | For |
| 8 | Approve Creation of Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 9 | Authorize Issuance of Hybrid Tier 1 Securities, Subordinated Loans and Senior Non-preferred Liabilities | Mgmt | For | For | For |
| 10a | Approve Remuneration Statement | Mgmt | For | For | For |
| 10b | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 11 | Approve Company's Corporate Governance Statement | Mgmt | For | For | For |
| 12 | Elect Directors | Mgmt | For | For | For |
| 13.1 | Reelect Per Sekse as Chair of Nominating Committee | Mgmt | For | For | For |
| 13.2 | Reelect Kjetil Houg as Member of Nominating Committee | Mgmt | For | For | For |
| 13.3 | Reelect Anne Berg Behring as Member of Nominating Committee | Mgmt | For | For | For |
| 13.4 | Reelect Odd Torland as Member of Nominating Committee | Mgmt | For | For | For |
| 13.5 | Reelect Gisle Dahl as Member of Nominating Committee | Mgmt | For | For | For |
| 14 | Approve Remuneration of Directors; Approve Remuneration for Nominating Committee | Mgmt | For | For | For |
| 15 | Approve Remuneration of Auditors | Mgmt | For | For | For |

## Suzano SA

**Meeting Date:** 04/23/2026 **Country:** Brazil **Ticker:** SUZB3

**Record Date:** **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** P8T20U187

**Shares Voted:** 93,301

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Article 4 Re: Corporate Purpose | Mgmt | For | For | For |

## Suzano SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Amend Article 5 to Reflect Changes in Capital | Mgmt | For | For | For |
| 3 | Consolidate Bylaws | Mgmt | For | For | For |
| 4 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Suzano SA

**Meeting Date:** 04/23/2026 **Country:** Brazil **Ticker:** SUZB3

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** P8T20U187

**Shares Voted:** 93,301

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Management Statements for Fiscal Year Ended Dec. 31, 2025 | Mgmt | For | For | For |
| 2 | Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2025 | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 4 | Fix Number of Directors at Nine | Mgmt | For | For | For |
| 5 | Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law? | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 6 | Elect Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these items are warranted because: * There is a lack of diversity on the board; * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.* | | | | |
| 7 | In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate? | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this request is warranted because potential changes in the board slate composition can impact the board's independence level in a way that cannot be anticipated by shareholders at this time. As such, due to the lack of timely disclosure, international institutional investors are prevented from making an informed voting decision.* | | | | |

# Suzano SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | If Voting FOR on Item 8, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting. | Mgmt | | | |
| 8 | In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 9.1 | Percentage of Votes to Be Assigned - Elect David Feffer as Director | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 9.2 | Percentage of Votes to Be Assigned - Elect Daniel Feffer as Director | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 9.3 | Percentage of Votes to Be Assigned - Elect Nildemar Secches as Director | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 9.4 | Percentage of Votes to Be Assigned - Elect Gabriela Feffer Moll as Director | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |

# Suzano SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9.5 | Percentage of Votes to Be Assigned - Elect Maria Priscila Rodini Vansetti Machado as Independent Director | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 9.6 | Percentage of Votes to Be Assigned - Elect Paulo Rogerio Caffarelli as Independent Director | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 9.7 | Percentage of Votes to Be Assigned - Elect Paulo Sergio Kakinoff as Independent Director | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 9.8 | Percentage of Votes to Be Assigned - Elect Rodrigo Calvo Galindo as Independent Director | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 9.9 | Percentage of Votes to Be Assigned - Elect Walter Schalka as Director | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 10 | As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law? | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote for this item is warranted because: * By the time this analysis was concluded, the company had not disclosed an ordinary minority shareholder nominee; and * Lack of timely disclosure prevents institutional shareholders voting by proxy from making informed decisions.* | | | | |

# Suzano SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Elect David Feffer as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these items are warranted because: * There is a lack of diversity on the board; * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.* | | | | |
| 12 | Elect Daniel Feffer as Board Vice-Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these items are warranted because: * There is a lack of diversity on the board; * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.* | | | | |
| 13 | Elect Nildemar Secches as Board Vice-Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these items are warranted because: * There is a lack of diversity on the board; * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.* | | | | |
| 14 | Approve Classification of Independent Directors | Mgmt | For | For | For |
| 15 | Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law? | Mgmt | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted because: * The installation of a fiscal council could potentially improve the company's governance and bring greater corporate oversight; and * The company has disclosed fiscal council nominees.* | | | | |
| 16 | Fix Number of Fiscal Council Members at Three | Mgmt | For | For | For |
| 17.1 | Elect Luiz Augusto Marques Paes as Fiscal Council Member and Luciano Douglas Colauto as Alternate | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate as further discussed under Item 18 of this meeting agenda.* | | | | |
| 17.2 | Elect Rubens Barletta as Fiscal Council Member and Roberto Figueiredo Mello as Alternate | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate as further discussed under Item 18 of this meeting agenda.* | | | | |
| 18 | Elect Eraldo Soares Pecanha as Fiscal Council Member and Kurt Janos Toth as Alternate Appointed by Minority Shareholder | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted because: * The names of the fiscal council nominee and alternate appointed by minority shareholders have been disclosed; * There is no indication of competing minority ordinary nominees; and * There are no known concerns regarding the proposed minority nominees. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.* | | | | |
| 19 | Approve Remuneration of Company's Management and Fiscal Council | Mgmt | For | For | For |

## Technoprobe SpA

**Meeting Date:** 04/23/2026 **Country:** Italy **Ticker:** TPRO
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** T9200M109

**Shares Voted:** 844

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Allocation of Income | Mgmt | For | For | For |
| 2.1 | Approve Remuneration Policy | Mgmt | For | For | For |
| 2.2 | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because the company provides insufficient retrospective information on targets and their level of achievement for variable awards.* | | | | |
| 3 | Approve Restricted Shares Incentive Plan 2026-2029 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The awards are time-based only. * The vesting period is shorter than three years. * This plan adds to multiple existing incentive plans already in place, increasing complexity and overall pay opportunity.* | | | | |
| 4 | Approve Special Award Incentive Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Awards can theoretically vest in less than three years. * The plan raises concerns regarding the potential for an outsized pay outcome.* | | | | |
| 5 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |

## The Gorman-Rupp Company

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** GRC
**Record Date:** 02/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 383082104

**Shares Voted:** 900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Donald H. Bullock, Jr. | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Jeffrey S. Gorman | Mgmt | For | For | For |
| 1.3 | Elect Director M. Ann Harlan | Mgmt | For | For | For |

## The Gorman-Rupp Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Elect Director Pamela A. Heminger | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Scott A. King | Mgmt | For | For | For |
| 1.6 | Elect Director Christopher H. Lake | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Sonja K. McClelland | Mgmt | For | For | For |
| 1.8 | Elect Director Vincent K. Petrella | Mgmt | For | For | For |
| 1.9 | Elect Director Kenneth R. Reynolds | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Tomra Systems ASA

**Meeting Date:** 04/23/2026 **Country:** Norway **Ticker:** TOM

**Record Date:** 04/16/2026 **Meeting Type:** Annual

**Primary Security ID:** R91733155

**Shares Voted:** 1,027

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting; Registration of Attending Shareholders and Proxies | Mgmt | | | |
| 2 | Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 3 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 5 | Receive Management Report on the Status of the Company and Group | Mgmt | | | |

# Tomra Systems ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.15 Per Share | Mgmt | For | For | For |
| 7 | Approve Remuneration Statement | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted for the following reasons: * The cash-based LTIP is based on backward-looking performance criteria. * The annual bonus and the LTIP are both based on the same underlying metric for the CEO, whereby the CEO is awarded twice for the same performance. * The EPS numbers used for the company's LTIPs are adjusted, meaning it is difficult to assess what is actually being measured. * The company has not addressed the poor vote result for last year's remuneration report.* | | | | |
| 8 | Discuss Company's Corporate Governance Statement | Mgmt | | | |
| 9 | Reelect Johan Hjertonsson (Chair), Bodil Sonesson, Pierre Couderc and Erik Osmundsen as Directors; Elect Kathleen Wantz-O'Rourke as New Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted for the following reasons: - The overall level of independence of the board falls below one-third. - Johan Hjertonsson holds an outside executive position on top of his chairmanship. - Less than half of the members on the audit and remuneration committees are considered independent. - Audit committee chair Pierre Couderc is non-independent.* | | | | |
| 10 | Reelect Rune Selmar (Chair), Tine Fossland and Jacob Chris Lassen as Members of Nominating Committee; Elect Christian Berg as New Member of Nominating Committee | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of NOK 1.56 Million for Chair and NOK 780,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 12 | Approve Remuneration of Nominating Committee | Mgmt | For | For | For |
| 13 | Approve Board Member Share Ownership | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive Plan Funding | Mgmt | For | For | For |
| 16 | Approve Issuance of Shares for a Private Placement | Mgmt | For | For | For |
| 17 | Amend Corporate Purpose | Mgmt | For | For | For |

# Viscofan SA

**Meeting Date:** 04/23/2026 **Country:** Spain **Ticker:** VIS
**Record Date:** 04/17/2026 **Meeting Type:** Annual
**Primary Security ID:** E97579192

**Shares Voted:** 198

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 3 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 4 | Approve Discharge of Board | Mgmt | For | For | For |
| 5 | Approve Reduction in Share Capital via Cancellation of Treasury Shares | Mgmt | For | For | For |
| 6 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 7 | Approve Scrip Dividends | Mgmt | For | For | For |
| 8 | Approve Scrip Dividends | Mgmt | For | For | For |
| 9 | Approve Reduction in Share Capital via Cancellation of Treasury Shares | Mgmt | For | For | For |
| 10 | Renew Appointment of PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |
| 11 | Elect Juan Ignacio Vidarte Fernandez as Director | Mgmt | For | For | For |
| 12 | Reelect Jose Antonio Canales Garcia as Director | Mgmt | For | For | For |
| 13 | Reelect Laura Gonzalez Molero as Director | Mgmt | For | For | For |
| 14 | Reelect Agatha Echevarria Canales as Director | Mgmt | For | For | For |
| 15 | Reelect Andres Arizkorreta Garcia as Director | Mgmt | For | For | For |
| 16 | Reelect Cristina Henriquez de Luna Basagoiti as Director | Mgmt | For | For | For |
| 17 | Approve Remuneration Policy | Mgmt | For | For | For |
| 18 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |
| 19 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Warner Bros. Discovery, Inc.

**Meeting Date:** 04/23/2026 **Country:** USA **Ticker:** WBD
**Record Date:** 03/20/2026 **Meeting Type:** Special
**Primary Security ID:** 934423104

**Shares Voted:** 4,119

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO Zaslav's significant overall golden parachute consists largely of auto-accelerated equity, valued at over $500 million, and a recently-added excise tax gross-up, valued at approximately $335 million. Additionally, Zaslav's recent equity grants will also auto-accelerate in connection with the merger.*

## Abbott Laboratories

**Meeting Date:** 04/24/2026 **Country:** USA **Ticker:** ABT
**Record Date:** 02/25/2026 **Meeting Type:** Annual
**Primary Security ID:** 002824100

**Shares Voted:** 20,633

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Nita Ahuja | Mgmt | For | For | For |
| 1.2 | Elect Director Claire Babineaux-Fontenot | Mgmt | For | For | For |
| 1.3 | Elect Director Sally E. Blount | Mgmt | For | For | For |
| 1.4 | Elect Director Robert B. Ford | Mgmt | For | For | For |
| 1.5 | Elect Director Paola Gonzalez | Mgmt | For | For | For |
| 1.6 | Elect Director Michelle A. Kumbier | Mgmt | For | For | For |
| 1.7 | Elect Director Darren W. McDew | Mgmt | For | For | For |
| 1.8 | Elect Director Nancy McKinstry | Mgmt | For | For | For |
| 1.9 | Elect Director Michael G. O'Grady | Mgmt | For | For | For |
| 1.10 | Elect Director Michael F. Roman | Mgmt | For | For | For |
| 1.11 | Elect Director Daniel J. Starks | Mgmt | For | For | For |
| 1.12 | Elect Director John G. Stratton | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Abbott Laboratories

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Amend Nonqualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Astec Industries, Inc.

**Meeting Date:** 04/24/2026 **Country:** USA **Ticker:** ASTE
**Record Date:** 02/26/2026 **Meeting Type:** Annual
**Primary Security ID:** 046224101

**Shares Voted:** 1,068

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Nalin Jain | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Jaco G. van der Merwe | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Badger Meter, Inc.

**Meeting Date:** 04/24/2026 **Country:** USA **Ticker:** BMI
**Record Date:** 02/27/2026 **Meeting Type:** Annual
**Primary Security ID:** 056525108

**Shares Voted:** 381

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Todd A. Adams | Mgmt | For | For | For |
| 1.2 | Elect Director Kenneth C. Bockhorst | Mgmt | For | For | For |
| 1.3 | Elect Director Henry F. Brooks | Mgmt | For | For | For |
| 1.4 | Elect Director Melanie K. Cook | Mgmt | For | For | For |
| 1.5 | Elect Director Xia Liu | Mgmt | For | For | For |
| 1.6 | Elect Director James W. McGill | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Badger Meter, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director Tessa M. Myers | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director James F. Stern | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Glen E. Tellock | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: The company has not disclosed any short- and long-term E&S performance incentives; and The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## CapitaLand Ascendas REIT

**Meeting Date:** 04/24/2026 **Country:** Singapore **Ticker:** A17U
**Record Date:** **Meeting Type:** Annual
**Primary Security ID:** Y0205X103

**Shares Voted:** 492,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Adopt Report of the Trustee, Statement by the Manager, Audited Financial Statements and Auditors' Report | Mgmt | For | For | For |
| 2 | Approve Deloitte & Touche LLP as Auditors and Authorize Manager to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | Mgmt | For | For | For |
| 4 | Authorize Unit Repurchase Program | Mgmt | For | For | For |

## Cembra Money Bank AG

**Meeting Date:** 04/24/2026 **Country:** Switzerland **Ticker:** CMBN
**Record Date:** **Meeting Type:** Annual
**Primary Security ID:** H1329L107

# Cembra Money Bank AG

**Shares Voted:** 880

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of CHF 5.60 per Share | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5.1.1 | Reelect Franco Morra as Director | Mgmt | For | For | For |
| 5.1.2 | Reelect Marc Berg as Director | Mgmt | For | For | For |
| 5.1.3 | Reelect Thomas Buess as Director | Mgmt | For | For | For |
| 5.1.4 | Reelect Wanda Eriksen as Director | Mgmt | For | For | For |
| 5.1.5 | Reelect Susanne Kloess-Braekler as Director | Mgmt | For | For | For |
| 5.1.6 | Reelect Sandra Hauser as Director | Mgmt | For | For | For |
| 5.2 | Reelect Franco Morra as Board Chair | Mgmt | For | For | For |
| 5.3.1 | Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee | Mgmt | For | For | For |
| 5.3.2 | Reappoint Marc Berg as Member of the Compensation and Nomination Committee | Mgmt | For | For | For |
| 5.3.3 | Reappoint Thomas Buess as Member of the Compensation and Nomination Committee | Mgmt | For | For | For |
| 5.4 | Designate Keller AG as Independent Proxy | Mgmt | For | For | For |
| 5.5 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |
| 6.1 | Approve Remuneration of Directors in the Amount of CHF 1.5 Million | Mgmt | For | For | For |
| 6.2 | Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 9.9 Million | Mgmt | For | For | For |

## Cembra Money Bank AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## ENGIE Brasil Energia SA

**Meeting Date:** 04/24/2026 **Country:** Brazil **Ticker:** EGIE3

**Record Date:** **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** P37625103

**Shares Voted:** 35,908

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Ratify Forvis Mazars Assessoria, Consultoria e Planejamento Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction | Mgmt | For | For | For |
| 2 | Approve Independent Firm's Appraisal | Mgmt | For | For | For |
| 3 | Ratify Acquisition of Companhia Energetica do Jari - CEJA | Mgmt | For | For | For |
| 4 | Authorize and Ratify All Acts Already Performed by the Company's Management in Connection with the Operation Described Above | Mgmt | For | For | For |

## ENGIE Brasil Energia SA

**Meeting Date:** 04/24/2026 **Country:** Brazil **Ticker:** EGIE3

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** P37625103

**Shares Voted:** 35,908

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2025 | Mgmt | For | For | For |
| 2 | Approve Capital Budget | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |

# ENGIE Brasil Energia SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve Amount of Employee Participation in the Results of the Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Approve Remuneration of Company's Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the figure reported by the company for the total compensation of its highest-paid executive does not appear inclusive of all elements of the executive's pay.* | | | | |
| 6 | Fix Number of Directors at Nine | Mgmt | For | For | For |
| 7 | Approve Classification of Karin Koogan Breitman, Paulo Mauricio Mantuano de Lima, and Manoel Eduardo Lima Lopes, and Their Respective Alternates, as Independent Directors | Mgmt | For | For | For |
| 8 | As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law? | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote for this item is warranted because: * By the time this analysis was concluded, the company had not disclosed an ordinary minority shareholder nominee; and * Lack of timely disclosure prevents institutional shareholders voting by proxy from making informed decisions.* | | | | |
| 9 | Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law? | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 9, 12, 13.1-13.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 10 | Elect Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent director nominees Mauricio Stolle Bahr, Paulo Jorge Tavares Almirante, Karin Koogan Breitman, Sophie Brigitte Sylviane Angrand Quarrel de Verneuil, Pierre Jean Bernard Guiollot, and Manoel Eduardo Lima Lopes is warranted for lack of diversity on the board. Given the bundled nature of this item, a vote AGAINST the entire slate is warranted. A vote AGAINST these items is further warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.* | | | | |
| 11 | In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate? | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this request is warranted because potential changes in the board slate composition can impact the board's independence level in a way that cannot be anticipated by shareholders at this time. As such, due to the lack of timely disclosure, international institutional investors are prevented from making an informed voting decision.* | | | | |

# ENGIE Brasil Energia SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | If Voting FOR on Item 12, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting. | Mgmt | | | |
| 12 | In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 9, 12, 13.1-13.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 13.1 | Percentage of Votes to Be Assigned - Elect Mauricio Stolle Bahr as Director and Eduardo Antonio Gori Sattamini as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 9, 12, 13.1-13.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 13.2 | Percentage of Votes to Be Assigned - Elect Paulo Jorge Tavares Almirante as Director and Sylvie Marie Vicente ep. Credot as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 9, 12, 13.1-13.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 13.3 | Percentage of Votes to Be Assigned - Elect Sophie Brigitte Quarre de Verneuil as Director and Gustavo Henrique Labanca Novo as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 9, 12, 13.1-13.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 13.4 | Percentage of Votes to Be Assigned - Elect Pierre Jean Bernard Guillot as Director and Pierre Auguste Gratien Leblanc as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 9, 12, 13.1-13.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |

# ENGIE Brasil Energia SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13.5 | Percentage of Votes to Be Assigned - Elect Gil de Methodio Maranhao Neto as Director and Marcio Daian Neves as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 9, 12, 13.1-13.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 13.6 | Percentage of Votes to Be Assigned - Elect Karin Koogan Breitman as Independent Director and Maria Claudia Guimaraes as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 9, 12, 13.1-13.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 13.7 | Percentage of Votes to Be Assigned - Elect Paulo Mauricio Mantuano de Lima as Independent Director and Antonio Alberto Gouvea Vieira as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 9, 12, 13.1-13.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 13.8 | Percentage of Votes to Be Assigned - Elect Manoel Eduardo Lima Lopes as Independent Director and Raquel da Fonseca Cantarino as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 9, 12, 13.1-13.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 13.9 | Percentage of Votes to Be Assigned - Elect Carlos Alberto Vieira as Director and Marcos Roberto Castanheira as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 9, 12, 13.1-13.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |

## ENGIE Brasil Energia SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Elect Mauricio Stolle Bahr as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent director nominees Mauricio Stolle Bahr, Paulo Jorge Tavares Almirante, Karin Koogan Breitman, Sophie Brigitte Sylviane Angrand Quarrel de Verneuil, Pierre Jean Bernard Guiollot, and Manoel Eduardo Lima Lopes is warranted for lack of diversity on the board. Given the bundled nature of this item, a vote AGAINST the entire slate is warranted. A vote AGAINST these items is further warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.* | | | | |
| 15 | Elect Paulo Jorge Tavares Almirante as Board Vice-Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent director nominees Mauricio Stolle Bahr, Paulo Jorge Tavares Almirante, Karin Koogan Breitman, Sophie Brigitte Sylviane Angrand Quarrel de Verneuil, Pierre Jean Bernard Guiollot, and Manoel Eduardo Lima Lopes is warranted for lack of diversity on the board. Given the bundled nature of this item, a vote AGAINST the entire slate is warranted. A vote AGAINST these items is further warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.* | | | | |
| 16 | Elect Fiscal Council Members | Mgmt | For | For | For |
| 17 | In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate? | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.* | | | | |
| 18 | Approve Remuneration of Fiscal Council Members | Mgmt | For | For | For |

## Graco Inc.

**Meeting Date:** 04/24/2026 **Country:** USA **Ticker:** GGG

**Record Date:** 02/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 384109104

**Shares Voted:** 3,963

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Martha A. Morfitt | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Mark W. Sheahan | Mgmt | For | For | For |
| 1c | Elect Director Andrea H. Simon | Mgmt | For | For | For |
| 1d | Elect Director Kevin J. Wheeler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Graco Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal is warranted. The annual incentive program was based on pre-set objective metrics. However, the annual LTI awards were entirely comprised of time-based stock options that did not incorporate either an extended long-term time horizon or performance criteria, resulting in compensation packages for which the majority of pay lacked long-term focus. In addition, the company has not disclosed any short- and long-term E&S performance incentives, and the company provides for automatic accelerated vesting of equity awards upon a change in control.*

## Kitron ASA

**Meeting Date:** 04/24/2026 **Country:** Norway **Ticker:** KIT

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** R18701103

**Shares Voted:** 1,837

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 3 | Designate Inspector of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Accept Financial Statements and Statutory Reports; Discussion of Corporate Governance Review | Mgmt | For | For | For |
| 5 | Approve Dividends of NOK 0.70 Per Share | Mgmt | For | For | For |
| 6 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 7A | Approve Remuneration of Directors in the Amount of NOK 719,000 for Chair and NOK 365,000 for Other Members | Mgmt | For | For | For |
| 7B | Approve Additional One-off Remuneration for Past Period | Mgmt | For | For | For |
| 8 | Approve Remuneration of Nominating Committee | Mgmt | For | For | For |
| 9 | Approve Remuneration of Auditor | Mgmt | For | For | For |
| 10 | Approve Remuneration Statement | Mgmt | For | For | For |
| 11.1 | Approve Creation of NOK 2.2 Million Pool of Capital without Preemptive Rights | Mgmt | For | For | For |

## Kitron ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11.2 | Approve Equity Plan Financing | Mgmt | For | For | For |
| 12.1 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 12.2 | Approve Equity Plan Financing | Mgmt | For | For | For |
| 13.1 | Reelect Tuomo Lahdesmaki (Chair) as Director | Mgmt | For | For | For |
| 13.2 | Reelect Maalfrid Brath as Director | Mgmt | For | For | For |
| 13.3 | Reelect Michael Lundgaard Thomsen as Director | Mgmt | For | For | For |
| 13.4 | Reelect Petra Grandinson as Director | Mgmt | For | For | For |
| 13.5 | Reelect Gyrid Skalleberg Ingero as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Tuomo Lahdesmaki, Maalfrid Brath, Michael Lundgaard Thomsen, and Petra Grandinson (Items 13.1-13.4) is warranted due to a lack of concern regarding the suitability of these nominees. Overboarding A vote AGAINST nominee Gyrid Skalleberg Ingero (Item 13.5) is warranted due to her being considered overboarded.* | | | | |
| 14.1 | Reelect Ole Petter Kjerkreit (Chair) as Member of Nominating Committee | Mgmt | For | For | For |
| 14.2 | Reelect Atle Hauge as Member of Nominating Committee | Mgmt | For | For | For |

## L'Oreal SA

**Meeting Date:** 04/24/2026 **Country:** France **Ticker:** OR
**Record Date:** 04/16/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** F58149133

**Shares Voted:** 2,080

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 7.20 per Share and an Extra of EUR 0.72 per Share to Long Term Registered Shares | Mgmt | For | For | For |
| 4 | Elect Pablo Isla as Director | Mgmt | For | For | For |
| 5 | Elect Anna Lenz as Director | Mgmt | For | For | For |
| 6 | Elect Christel Bories as Director | Mgmt | For | For | For |

## L'Oreal SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Reelect Jean-Paul Agon as Director | Mgmt | For | For | For |
| 8 | Reelect Patrice Caine as Director | Mgmt | For | For | For |
| 9 | Approve Remuneration of Directors in the Aggregate Amount of EUR 2,100,000 | Mgmt | For | For | For |
| 10 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 11 | Approve Compensation of Jean-Paul Agon, Chairman of the Board | Mgmt | For | For | For |
| 12 | Approve Compensation of Nicolas Hieronimus, CEO | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 17 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 18 | Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 19 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 20 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt | For | For | For |
| 21 | Amend Article 12 of Bylaws to Incorporate Legal Changes Re: General Meetings | Mgmt | For | For | For |
| 22 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Mondi Plc

**Meeting Date:** 04/24/2026 **Country:** United Kingdom **Ticker:** MNDI

**Record Date:** 04/22/2026 **Meeting Type:** Annual

**Primary Security ID:** G6258S115

## Mondi Plc

**Shares Voted:** 3,769

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Policy | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Svein Brandtzaeg as Director | Mgmt | For | For | For |
| 6 | Re-elect Sue Clark as Director | Mgmt | For | For | For |
| 7 | Re-elect Sucheta Govil as Director | Mgmt | For | For | For |
| 8 | Re-elect Anke Groth as Director | Mgmt | For | For | For |
| 9 | Re-elect Andrew King as Director | Mgmt | For | For | For |
| 10 | Re-elect Saki Macozoma as Director | Mgmt | For | For | For |
| 11 | Re-elect Mike Powell as Director | Mgmt | For | For | For |
| 12 | Re-elect Dame Angela Strank as Director | Mgmt | For | For | For |
| 13 | Re-elect Philip Yea as Director | Mgmt | For | For | For |
| 14 | Re-elect Stephen Young as Director | Mgmt | For | For | For |
| 15 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Scatec Solar ASA

**Meeting Date:** 04/24/2026 **Country:** Norway **Ticker:** SCATC

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** R7562P100

# Scatec Solar ASA

**Shares Voted:** 1,189

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting; Registration of Attending Shareholders | Mgmt | | | |
| 2 | Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 3 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 4 | Receive Information on the Business | Mgmt | | | |
| 5 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 6 | Discuss Company's Corporate Governance Statement | Mgmt | | | |
| 7 | Approve Remuneration Statement | Mgmt | For | For | For |
| 8.1 | Reelect Mette Krogsrud as Director | Mgmt | For | For | For |
| 8.2 | Reelect Espen Gundersen as Director | Mgmt | For | For | For |
| 8.3 | Reelect Maria Tallaksen as Director | Mgmt | For | For | For |
| 8.4 | Reelect Pal Kildemo as Director | Mgmt | For | For | For |
| 8.5 | Elect Kristine Damkjaer as New Director | Mgmt | For | For | For |
| 8.6 | Elect Finn Bjorn Ruyter as New Director | Mgmt | For | For | For |
| 9 | Approve Remuneration of Directors in the Amount of NOK 748,000 for Chair and NOK 462,000 for Other Directors; Approve Remuneration of Committee Work; Approve Remuneration of Audit Committee | Mgmt | For | For | For |
| 10.1 | Reelect Kristine Ryssdal (Chair) as Member of Nominating Committee | Mgmt | For | For | For |
| 11 | Approve Remuneration of Members of Nominating Committee | Mgmt | For | For | For |
| 12 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 13 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares in Connection with Acquisitions, Mergers, Demergers or Similar | Mgmt | For | For | For |

## Scatec Solar ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Approve Equity Plan Financing Through Share Repurchase Program | Mgmt | For | For | For |
| 15 | Approve Creation of up to NOK 399,793 Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 16 | Approve Equity Plan Financing Through Issuance of Shares | Mgmt | For | For | For |

## Signify NV

**Meeting Date:** 04/24/2026 **Country:** Netherlands **Ticker:** LIGHT

**Record Date:** 03/27/2026 **Meeting Type:** Annual

**Primary Security ID:** N8063K107

**Shares Voted:** 596

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Presentation by CEO | Mgmt | | | |
| 2. | Approve Remuneration Report | Mgmt | For | For | For |
| 3. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 4. | Discussion on Application of the Dutch Corporate Governance Code | Mgmt | | | |
| 5. | Adopt Financial Statements | Mgmt | For | For | For |
| 6. | Approve Dividends | Mgmt | For | For | For |
| 7a | Approve Discharge of Management Board | Mgmt | For | For | For |
| 7b | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 8a | Reelect Bram Schot to Supervisory Board | Mgmt | For | For | For |
| 8b | Elect Barbara Holzapfel to Supervisory Board | Mgmt | For | For | For |
| 8c | Elect Jeroen Hoencamp to Supervisory Board | Mgmt | For | For | For |
| 9a | Grant Board Authority to Issue Shares | Mgmt | For | For | For |
| 9b | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 10. | Authorize Repurchase of Shares | Mgmt | For | For | For |

## Signify NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11. | Approve Cancellation of Shares | Mgmt | For | For | For |
| 12 | Other Business (Non-Voting) | Mgmt | | | |

## Stanley Black & Decker, Inc.

**Meeting Date:** 04/24/2026 **Country:** USA **Ticker:** SWK
**Record Date:** 02/25/2026 **Meeting Type:** Annual
**Primary Security ID:** 854502101

**Shares Voted:** 4,186

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Donald Allan, Jr. | Mgmt | For | For | For |
| 1b | Elect Director Susan K. Carter | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Debra A. Crew | Mgmt | For | For | For |
| 1d | Elect Director John L. Garrison, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Michael D. Hankin | Mgmt | For | For | For |
| 1f | Elect Director Mary A. Laschinger | Mgmt | For | For | For |
| 1g | Elect Director Robert J. Manning | Mgmt | For | For | For |
| 1h | Elect Director Adrian V. Mitchell | Mgmt | For | For | For |
| 1i | Elect Director Christopher J. Nelson | Mgmt | For | For | For |
| 1j | Elect Director Shane M. O'Kelly | Mgmt | For | For | For |
| 1k | Elect Director Jane M. Palmieri | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

# Sungrow Power Supply Co., Ltd.

**Meeting Date:** 04/24/2026 **Country:** China **Ticker:** 300274

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** Y8211M102

**Shares Voted:** 16,220

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Profit Distribution | Mgmt | For | For | For |
| 3 | Approve to Authorize the Board of Directors to Formulate Interim Dividend Plan | Mgmt | For | For | For |
| 4 | Approve Annual Report and Summary | Mgmt | For | For | For |
| 5 | Approve the Estimated Guarantee Amount for Subsidiaries and External Guarantees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee provision is disproportionate to the level of ownership in one of the guarantee targets. The company has failed to provide valid justifications in the meeting circular.* | | | | |
| 6 | Approve Continued Foreign Exchange Hedging Business | Mgmt | For | For | For |
| 7 | Approve Issuing Letters of Guarantee on Behalf of Subsidiaries | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee provision is disproportionate to the level of ownership in some of the guarantee targets. The company has failed to provide valid justifications in the meeting circular.* | | | | |
| 8 | Approve to Appoint Auditor | Mgmt | For | For | For |
| 9 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 10 | Approve to Formulate the Remuneration Management System for Directors and Senior Management Members | Mgmt | For | For | For |
| 11 | Approve Draft and Summary on Employee Share Purchase Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the terms in the ESPP are deemed not in the best interest of shareholders.* | | | | |
| 12 | Approve Management Measures for Employee Share Purchase Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the terms in the ESPP are deemed not in the best interest of shareholders.* | | | | |
| 13 | Approve Authorization of the Board or Its Authorized Persons to Handle All Related Matters | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the terms in the ESPP are deemed not in the best interest of shareholders.* | | | | |

## Sungrow Power Supply Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Approve Determining the Roles of Company Directors | SH | For | For | For |
| 15 | Amend Articles of Association | SH | For | For | For |
| | ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 16.1 | Elect Cao Renxian as Director | SH | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent nominating committee member Renxian Cao is warranted.* | | | | |
| 16.2 | Elect Gu Yilei as Director | SH | For | For | For |
| 16.3 | Elect Zhang Xucheng as Director | SH | For | For | For |
| 16.4 | Elect Wu Jiamao as Director | SH | For | For | For |
| | ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 17.1 | Elect Zhang Lei as Director | SH | For | For | For |
| 17.2 | Elect Wei Lai as Director | SH | For | For | For |
| 17.3 | Elect Zhou Pinghua as Director | SH | For | For | For |

## TOTVS SA

**Meeting Date:** 04/24/2026 **Country:** Brazil **Ticker:** TOTS3

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** P92184103

**Shares Voted:** 18,547

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2025 | Mgmt | For | For | For |
| 2 | Approve Capital Budget | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 4 | Fix Number of Directors at Seven | Mgmt | For | For | For |

# TOTVS SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law? | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. An ABSTAIN vote recommendation is warranted for Item 5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 6.1 | Elect Ana Claudia Piedade Silveira dos Reis as Independent Director | Mgmt | For | For | For |
| 6.2 | Elect Edson Georges Nassar as Independent Director | Mgmt | For | For | For |
| 6.3 | Elect Gilberto Mifano as Independent Director | Mgmt | For | For | For |
| 6.4 | Elect Guilherme Stocco Filho as Independent Director | Mgmt | For | For | For |
| 6.5 | Elect Isabella de Oliveira Vianna Cavalcanti Wanderley as Independent Director | Mgmt | For | For | For |
| 6.6 | Elect Laercio Jose de Lucena Cosentino as Director | Mgmt | For | For | For |
| 6.7 | Elect Tania Sztamfater Chocolat as Independent Director | Mgmt | For | For | For |
| | If Voting FOR on Item 7, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting. | Mgmt | | | |
| 7 | In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? | Mgmt | None | For | For |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Due to the lack of known concerns regarding the 86-percent independent proposed board, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended (Items 7 and 8.1-8.7).* | | | | |

# TOTVS SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.1 | Percentage of Votes to Be Assigned - Elect Ana Claudia Piedade Silveira dos Reis as Independent Director | Mgmt | None | For | For |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Due to the lack of known concerns regarding the 86-percent independent proposed board, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended (Items 7 and 8.1-8.7).* | | | | |
| 8.2 | Percentage of Votes to Be Assigned - Elect Edson Georges Nassar as Independent Director | Mgmt | None | For | For |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Due to the lack of known concerns regarding the 86-percent independent proposed board, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended (Items 7 and 8.1-8.7).* | | | | |
| 8.3 | Percentage of Votes to Be Assigned - Elect Gilberto Mifano as Independent Director | Mgmt | None | For | For |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Due to the lack of known concerns regarding the 86-percent independent proposed board, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended (Items 7 and 8.1-8.7).* | | | | |
| 8.4 | Percentage of Votes to Be Assigned - Elect Guilherme Stocco Filho as Independent Director | Mgmt | None | For | For |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Due to the lack of known concerns regarding the 86-percent independent proposed board, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended (Items 7 and 8.1-8.7).* | | | | |
| 8.5 | Percentage of Votes to Be Assigned - Elect Isabella de Oliveira Vianna Cavalcanti Wanderley as Independent Director | Mgmt | None | For | For |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Due to the lack of known concerns regarding the 86-percent independent proposed board, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended (Items 7 and 8.1-8.7).* | | | | |

## TOTVS SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.6 | Percentage of Votes to Be Assigned - Elect Laercio Jose de Lucena Cosentino as Director | Mgmt | None | For | For |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Due to the lack of known concerns regarding the 86-percent independent proposed board, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended (Items 7 and 8.1-8.7).* | | | | |
| 8.7 | Percentage of Votes to Be Assigned - Elect Tania Sztamfater Chocolat as Independent Director | Mgmt | None | For | For |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Due to the lack of known concerns regarding the 86-percent independent proposed board, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended (Items 7 and 8.1-8.7).* | | | | |
| 9 | Approve Remuneration of Company's Management | Mgmt | For | For | For |
| 10 | Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law? | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote for this proposal is warranted because: - By the time this analysis was concluded, the company had not disclosed fiscal council nominees; and - Lack of timely disclosure prevents international institutional shareholders from making an informed voting decision.* | | | | |

## Crane Company

**Meeting Date:** 04/27/2026 **Country:** USA **Ticker:** CR

**Record Date:** 03/04/2026 **Meeting Type:** Annual

**Primary Security ID:** 224408104

**Shares Voted:** 670

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Martin R. Benante | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Sanjay Kapoor | Mgmt | For | For | For |
| 1.3 | Elect Director Ronald C. Lindsay | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Susan D. Lynch | Mgmt | For | For | For |
| 1.5 | Elect Director Ellen McClain | Mgmt | For | For | For |

## Crane Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director Charles G. McClure, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Max H. Mitchell | Mgmt | For | For | For |
| 1.8 | Elect Director Jennifer M. Pollino | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director James L. L. Tullis | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## CRRC Corporation Limited

**Meeting Date:** 04/27/2026 **Country:** China **Ticker:** 1766

**Record Date:** 04/21/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y1818X100

**Shares Voted:** 373,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Elect Wang Feng as Director | Mgmt | For | For | For |

## Genuine Parts Company

**Meeting Date:** 04/27/2026 **Country:** USA **Ticker:** GPC

**Record Date:** 02/18/2026 **Meeting Type:** Annual

**Primary Security ID:** 372460105

**Shares Voted:** 2,249

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Matthew Carey | Mgmt | For | For | For |
| 1b | Elect Director Court Carruthers | Mgmt | For | For | For |
| 1c | Elect Director Richard Cox, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Genuine Parts Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director P. Russell Hardin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Donna W. Hyland | Mgmt | For | For | For |
| 1f | Elect Director Jean-Jacques Lafont | Mgmt | For | For | For |
| 1g | Elect Director Juliette W. Pryor | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Darren Rebelez | Mgmt | For | For | For |
| 1i | Elect Director Laurie Schupmann | Mgmt | For | For | For |
| 1j | Elect Director William P. Stengel, II | Mgmt | For | For | For |
| 1k | Elect Director Charles K. Stevens, III | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Hypera SA

**Meeting Date:** 04/27/2026 **Country:** Brazil **Ticker:** HYPE3

**Record Date:** **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** P5230A101

**Shares Voted:** 26,829

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Long-Term Incentive Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this request is warranted because the proposed plan grants the board ample authority to determine key terms and conditions, including vesting rules and performance criteria.* | | | | |

## Hypera SA

**Meeting Date:** 04/27/2026 **Country:** Brazil **Ticker:** HYPE3

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** P5230A101

# Hypera SA

**Shares Voted:** 26,829

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2025 | Mgmt | For | For | For |
| 2 | Approve Capital Budget | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 4 | Approve Remuneration of Company's Management and Fiscal Council | Mgmt | For | For | For |
| 5 | Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law? | Mgmt | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted because: - The installation of a fiscal council could potentially improve the company's governance and bring greater corporate oversight; and - The company has disclosed fiscal council nominees.* | | | | |
| 6.1 | Elect Adjarbas Guerra Neto as Fiscal Council Member and Everson Zaczuk Bassinelo as Alternate | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidates as further discussed under Items (7.1 and 7.2) of this meeting agenda.* | | | | |
| 6.2 | Elect Marcelo Curti as Fiscal Council Member and Edgard Massao Rafaelli as Alternate | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidates as further discussed under Items (7.1 and 7.2) of this meeting agenda.* | | | | |
| | Only One of the Candidates Listed Below, Together with Their Respective Alternate, May Be Elected | Mgmt | | | |
| 7.1 | Elect Valdir Renato Coscodai as Fiscal Council Member and Valdir Augusto Assuncao as Alternate Appointed by Minority Shareholder | SH | None | For | For |
| | *Voting Policy Rationale: The company has disclosed two minority shareholder fiscal council nominees (and alternates) competing for the single seat available for the minority shareholders' representative to be elected in a separate election, without the participation of the controlling shareholders. All candidates appear to be well-qualified. Therefore, a vote FOR Item 7.1 is recommended, since there are no known concerns regarding the incumbent candidates.* | | | | |

## Hypera SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.2 | Elect Wilfredo Joao Vicente Gomes as Fiscal Council Member and Luiz Fernando Sachet as Alternate Appointed by Minority Shareholder | SH | None | Abstain | Abstain |

*Voting Policy Rationale: The company has disclosed two minority shareholder fiscal council nominees (and alternates) competing for the single seat available for the minority shareholders' representative to be elected in a separate election, without the participation of the controlling shareholders. Given that minority shareholders can elect only one representative (and alternate) to the fiscal council, an ABSTAIN vote is warranted for Item 7.2. This recommendation should not be interpreted as a negative assessment of the experience or qualifications of the nominees included in this item. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.*

## Nordnet AB

**Meeting Date:** 04/27/2026 **Country:** Sweden **Ticker:** SAVE

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** W6S819112

**Shares Voted:** 637

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 7 | Receive Chair's Report | Mgmt | | | |
| 8 | Receive CEO's Report | Mgmt | | | |
| 9 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 10 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 11 | Approve Allocation of Income and Dividends of SEK 8.60 Per Share | Mgmt | For | For | For |
| 12a | Approve Discharge of Anna Back | Mgmt | For | For | For |
| 12b | Approve Discharge of Charlotta Nilsson | Mgmt | For | For | For |
| 12c | Approve Discharge of Tom Dinkelspiel | Mgmt | For | For | For |
| 12d | Approve Discharge of Karitha Ericson | Mgmt | For | For | For |

# Nordnet AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12e | Approve Discharge of Therese Hillman | Mgmt | For | For | For |
| 12f | Approve Discharge of Fredrik Bergstrom | Mgmt | For | For | For |
| 12g | Approve Discharge of Henrik Rattzen | Mgmt | For | For | For |
| 12h | Approve Discharge of Johan Akerblom | Mgmt | For | For | For |
| 12i | Approve Discharge of Lars-Ake Norling (CEO) | Mgmt | For | For | For |
| 13a | Determine Number of Members (9) and Deputy Members of Board (0) | Mgmt | For | For | For |
| 13b | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 14a1 | Approve Remuneration of Chair of Board in the Amount of SEK 1.08 Million | Mgmt | For | For | For |
| 14a2 | Approve Remuneration for Each Other Director in the Amount of SEK 540,000 | Mgmt | For | For | For |
| 14a3 | Approve Remuneration for the Risk and Compliance Committee | Mgmt | For | For | For |
| 14a4 | Approve Remuneration for the Audit Committee | Mgmt | For | For | For |
| 14a5 | Approve Remuneration for the IT committee | Mgmt | For | For | For |
| 14a6 | Approve Remuneration for the Remuneration Committee | Mgmt | For | For | For |
| 14b | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15a1 | Reelect Tom Dinkelspiel as Director | Mgmt | For | For | For |
| 15a2 | Reelect Fredrik Bergstrom as Director | Mgmt | For | For | For |
| 15a3 | Reelect Anna Back as Director | Mgmt | For | For | For |
| 15a4 | Reelect Karitha Ericson as Director | Mgmt | For | For | For |
| 15a5 | Reelect Therese Hillman as Director | Mgmt | For | For | For |
| 15a6 | Reelect Charlotta Nilsson as Director | Mgmt | For | For | For |
| 15a7 | Reelect Henrik Rattzen as Director | Mgmt | For | For | For |
| 15a8 | Reelect Johan Akerblom as Director | Mgmt | For | For | For |
| 15a9 | Elect Lars-Ake Norling as New Director | Mgmt | For | For | For |

## Nordnet AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15b | Reelect Tom Dinkelspiel as Board Chair | Mgmt | For | For | For |
| 15c | Ratify KPMG AB as Auditors | Mgmt | For | For | For |
| 16 | Approve Remuneration Report | Mgmt | For | For | For |
| 17 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 18 | Approve Creation of 10 Percent of Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 19 | Approve SEK 9,259.170 Reduction in Share Capital for Transfer to Unrestricted Equity; Approve Capitalization of Reserves of SEK 9,259.170 for a Bonus Issue | Mgmt | For | For | For |
| 20 | Approve Repurchase of Warrants; Approve Issuance of Shares | Mgmt | For | For | For |
| 21 | Approve Warrant Plan for Key Employees | Mgmt | For | For | For |
| 22 | Close Meeting | Mgmt | | | |

## TopBuild Corp.

**Meeting Date:** 04/27/2026 **Country:** USA **Ticker:** BLD

**Record Date:** 02/26/2026 **Meeting Type:** Annual

**Primary Security ID:** 89055F103

**Shares Voted:** 266

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Alec C. Covington | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Ernesto Bautista, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Robert M. Buck | Mgmt | For | For | For |
| 1d | Elect Director Joseph S. Cantie | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Tina M. Donikowski | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## TopBuild Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director Deirdre C. Drake | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Mark A. Petrarca | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Nancy M. Taylor | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Valmont Industries, Inc.

**Meeting Date:** 04/27/2026 **Country:** USA **Ticker:** VMI

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 920253101

**Shares Voted:** 231

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Mogens C. Bay | Mgmt | For | For | For |
| 1.2 | Elect Director Ritu Favre | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Richard A. Lanoha | Mgmt | For | For | For |
| 1.4 | Elect Director Paul T. Maass | Mgmt | For | For | For |
| 2 | Approve Nonqualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.* | | | | |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

# Accelleron Industries AG

**Meeting Date:** 04/28/2026 **Country:** Switzerland **Ticker:** ACLN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H0029X106

**Shares Voted:** 866

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 3 | Approve Non-Financial Report | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of CHF 1.50 per Share | Mgmt | For | For | For |
| 5 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 6.1.1 | Reelect Monika Kruesi as Director and Board Chair | Mgmt | For | For | For |
| 6.1.2 | Reelect Bo Cerup-Simonsen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Bo Cerup-Simonsen and Stefano Pampalone is warranted for lack of diversity on the board.* | | | | |
| 6.1.3 | Reelect Stefano Pampalone as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Bo Cerup-Simonsen and Stefano Pampalone is warranted for lack of diversity on the board.* | | | | |
| 6.1.4 | Elect Reto Suter as Director | Mgmt | For | For | For |
| 6.1.5 | Reelect Detlef Trefzger as Director | Mgmt | For | For | For |
| 6.1.6 | Elect Mieke Van de Capelle as Director | Mgmt | For | For | For |
| 6.2.1 | Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Bo Cerup-Simonsen and Stefano Pampalone is warranted for lack of diversity on the board.* | | | | |
| 6.2.2 | Appoint Stefano Pampalone as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Bo Cerup-Simonsen and Stefano Pampalone is warranted for lack of diversity on the board.* | | | | |
| 6.2.3 | Appoint Mieke Van de Capelle as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 6.3 | Designate Zehnder Bolliger & Partner as Independent Proxy | Mgmt | For | For | For |
| 6.4 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |

## Accelleron Industries AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.1 | Approve Remuneration of Directors in the Amount of CHF 1.1 Million | Mgmt | For | For | For |
| 7.2 | Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million | Mgmt | For | For | For |
| 8 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## AFRY AB

**Meeting Date:** 04/28/2026 **Country:** Sweden **Ticker:** AFRY

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** W05244111

**Shares Voted:** 747

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 5 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Financial Statements and Statutory Reports; Receive Auditor's Report | Mgmt | | | |
| 8 | Receive President's Report; Receive CEO's Report | Mgmt | | | |
| 9 | Receive Board's Report | Mgmt | | | |
| 10 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 11.1 | Approve Discharge of Viveka Beckeman | Mgmt | For | For | For |
| 11.2 | Approve Discharge of Jan Berntsson | Mgmt | For | For | For |
| 11.3 | Approve Discharge of Henrik Ehrnrooth | Mgmt | For | For | For |
| 11.4 | Approve Discharge of Tom Erixon | Mgmt | For | For | For |

# AFRY AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11.5 | Approve Discharge of Magnus Heimburg | Mgmt | For | For | For |
| 11.6 | Approve Discharge of Jenny Larsson | Mgmt | For | For | For |
| 11.7 | Approve Discharge of Neil McArthur | Mgmt | For | For | For |
| 11.8 | Approve Discharge of Asa Pettersson | Mgmt | For | For | For |
| 11.9 | Approve Discharge of Kristina Schauman | Mgmt | For | For | For |
| 11.10 | Approve Discharge of Tuula Teeri | Mgmt | For | For | For |
| 11.11 | Approve Discharge of Bodil Werkstrom | Mgmt | For | For | For |
| 11.12 | Approve Discharge of Jessica Akerdahl | Mgmt | For | For | For |
| 11.13 | Approve Discharge of Stefan Hellqvist | Mgmt | For | For | For |
| 11.14 | Approve Discharge of Vilhelm Ortendahl | Mgmt | For | For | For |
| 11.15 | Approve Discharge of CEO Linda Palsson | Mgmt | For | For | For |
| 11.16 | Approve Discharge of CEO Jonas Gustavsson | Mgmt | For | For | For |
| 12 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to the lack of transparency surrounding the significant extraordinary bonus made to the former CEO.* | | | | |
| 13 | Approve Allocation of Income and Dividends of SEK 6.00 Per Share | Mgmt | For | For | For |
| 14a | Determine Number of Members (8) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 14b | Approve Remuneration of Directors in the Amount of SEK 1.9 Million for Chair and SEK 575,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors | Mgmt | For | For | For |
| 14c1 | Reelect Viveka Beckeman as Director | Mgmt | For | For | For |
| 14c2 | Reelect Jan Berntsson as Director | Mgmt | For | For | For |
| 14c3 | Reelect Tom Erixon as Director | Mgmt | For | For | For |
| 14c4 | Reelect Magnus Heimburg as Director | Mgmt | For | For | For |
| 14c5 | Reelect Jenny Larsson as Director | Mgmt | For | For | For |

## AFRY AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14c6 | Reelect Neil McArthur as Director | Mgmt | For | For | For |
| 14c7 | Reelect Asa Pettersson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominees Asa Pettersson and Kristina Schauman (Items 14c7 and 14c8) is warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Kristina Schauman is a non-independent chair of the audit committee.* | | | | |
| 14c8 | Reelect Kristina Schauman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominees Asa Pettersson and Kristina Schauman (Items 14c7 and 14c8) is warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Kristina Schauman is a non-independent chair of the audit committee.* | | | | |
| 14d | Reelect Tom Erixon as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because upon election as board chair the candidate would be considered overboarded* | | | | |
| 14e | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 15 | Approve Performance-Based Long-Term Cash Program (LTI-26) | Mgmt | For | For | For |
| 16 | Approve Issuance of up to 10 Percent of Issued Shares with or without Preemptive Rights | Mgmt | For | For | For |
| 17 | Close Meeting | Mgmt | | | |

## Avanza Bank Holding AB

**Meeting Date:** 04/28/2026 **Country:** Sweden **Ticker:** AZA
**Record Date:** 04/20/2026 **Meeting Type:** Annual
**Primary Security ID:** W1R78Z269

**Shares Voted:** 1,866

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Resolution Regarding Video Recording of the General Meeting | Mgmt | For | For | For |
| 5 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 6 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 7 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |

# Avanza Bank Holding AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Receive CEO's Report | Mgmt | | | |
| 9 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 10a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 10b | Approve Allocation of Income and Dividends of SEK 12.75 Per Share | Mgmt | For | For | For |
| 10c1 | Approve Discharge of CEO Gustaf Unger | Mgmt | For | For | For |
| 10c2 | Approve Discharge of Magnus Dybeck | Mgmt | For | For | For |
| 10c3 | Approve Discharge of Julia Haglind | Mgmt | For | For | For |
| 10c4 | Approve Discharge of Jonas Hagstromer | Mgmt | For | For | For |
| 10c5 | Approve Discharge of Sven Hagstromer | Mgmt | For | For | For |
| 10c6 | Approve Discharge of John Hedberg | Mgmt | For | For | For |
| 10c7 | Approve Discharge of Linda Hellstrom | Mgmt | For | For | For |
| 10c8 | Approve Discharge of Johan Roos | Mgmt | For | For | For |
| 10c9 | Approve Discharge of Leemon Wu | Mgmt | For | For | For |
| 10c10 | Approve Discharge of Lisa Aberg | Mgmt | For | For | For |
| 11 | Approve Remuneration Report | Mgmt | For | For | For |
| 12 | Determine Number of Members (9) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 13.1 | Approve Remuneration of Directors in the Amount of SEK 550,000 For Each Director Except Sven Hagstromer (Chair), Jonas Hagstromer, John Hedberg and Magnus Dybeck | Mgmt | For | For | For |
| 13.2 | Approve Remuneration of Directors in the Amount of SEK 440,000 For Each Director Sven Hagstromer (Chair), Jonas Hagstromer, John Hedberg and Magnus Dybeck | Mgmt | For | For | For |
| 13.3 | Approve Remuneration for Chair of the Audit, Risk and Capital Committee | Mgmt | For | For | For |
| 13.4 | Approve Remuneration for the Audit, Risk and Capital Committee | Mgmt | For | For | For |

# Avanza Bank Holding AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13.5 | Approve Remuneration for the Credit Committee | Mgmt | For | For | For |
| 13.6 | Approve Remuneration for the Remuneration Committee | Mgmt | For | For | For |
| 13.7 | Approve Remuneration for the IT Committee | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15.1 | Reelect Magnus Dybeck as Director | Mgmt | For | For | For |
| 15.2 | Reelect Julia Haglind as Director | Mgmt | For | For | For |
| 15.3 | Reelect Jonas Hagstromer as Director | Mgmt | For | For | For |
| 15.4 | Reelect Sven Hagstromer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Magnus Dybeck, Julia Haglind, Jonas Hagstromer, Linda Hellstrom, Johan Roos, Leemon Wu, and Lisa Birgitta Charlott Aberg (Items 15.1, 15.2, 15.3, 15.6, 15.7, 15.8, and 15.9) is warranted due to a lack of concern regarding the suitability of these nominees. Remuneration Committee Independence A vote AGAINST nominees Sven Hagstromer and John Hedberg (Items 15.4 and 15.5) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 15.5 | Reelect John Hedberg as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Magnus Dybeck, Julia Haglind, Jonas Hagstromer, Linda Hellstrom, Johan Roos, Leemon Wu, and Lisa Birgitta Charlott Aberg (Items 15.1, 15.2, 15.3, 15.6, 15.7, 15.8, and 15.9) is warranted due to a lack of concern regarding the suitability of these nominees. Remuneration Committee Independence A vote AGAINST nominees Sven Hagstromer and John Hedberg (Items 15.4 and 15.5) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 15.6 | Reelect Linda Hellstrom as Director | Mgmt | For | For | For |
| 15.7 | Reelect Johan Roos as Director | Mgmt | For | For | For |
| 15.8 | Reelect Leemon Wu as Director | Mgmt | For | For | For |
| 15.9 | Reelect Lisa Aberg as Director | Mgmt | For | For | For |
| 16.1 | Reelect Sven Hagstromer as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.* | | | | |
| 16.2 | Reelect John Hedberg as Vice Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.* | | | | |
| 17 | Ratify KPMG as Auditor | Mgmt | For | For | For |
| 18 | Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights | Mgmt | For | For | For |
| 19a | Approve Repurchase of Warrants | Mgmt | For | For | For |

## Avanza Bank Holding AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19b | Approve Creation of SEK 300,000 Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 19c | Approve Equity Plan Financing Through Transfer of Warrants | Mgmt | For | For | For |
| 20 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 21a | Approve Incentive Program 2026/2029 for Employees | Mgmt | For | For | For |
| 21b | Approve Incentive Program 2027/2030 for Employees | Mgmt | For | For | For |
| 21c | Approve Incentive Program 2028/2031 for Employees | Mgmt | For | For | For |
| 22 | Close Meeting | Mgmt | | | |

## BKW AG

**Meeting Date:** 04/28/2026 **Country:** Switzerland **Ticker:** BKW

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H10053108

**Shares Voted:** 2,769

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1b | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 1c | Approve Non-Financial Report | Mgmt | For | For | For |
| 2 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of CHF 3.80 per Share | Mgmt | For | For | For |
| 4 | Amend Articles of Association | Mgmt | For | For | For |
| 5a | Approve Remuneration of Directors in the Amount of CHF 1.8 Million | Mgmt | For | For | For |
| 5b | Approve Remuneration of Executive Committee in the Amount of CHF 11.8 Million | Mgmt | For | For | For |
| 6a1 | Reelect Carole Ackermann as Director | Mgmt | For | For | For |
| 6a2 | Reelect Roger Baillod as Director and Board Chair | Mgmt | For | For | For |
| 6a3 | Reelect Petra Denk as Director | Mgmt | For | For | For |

## BKW AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6a4 | Reelect Linda de Winter as Director | Mgmt | For | For | For |
| 6a5 | Reelect Rebecca Guntern as Director | Mgmt | For | For | For |
| 6a6 | Reelect Martin a Porta as Director | Mgmt | For | For | For |
| 6a7 | Elect Martin Keller as Director | Mgmt | For | For | For |
| 6b1 | Reappoint Rebecca Guntern as Member of the Personnel and Compensation Committee | Mgmt | For | For | For |
| 6b2 | Appoint Martin a Porta as Member of the Personnel and Compensation Committee | Mgmt | For | For | For |
| 6b3 | Reappoint Andreas Rickenbacher as Member of the Personnel and Compensation Committee | Mgmt | For | For | For |
| 6c | Designate Daniela Byland as Independent Proxy | Mgmt | For | For | For |
| 6d | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |
| 7 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## Bravida Holding AB

**Meeting Date:** 04/28/2026 **Country:** Sweden **Ticker:** BRAV
**Record Date:** 04/20/2026 **Meeting Type:** Annual
**Primary Security ID:** W2R16Z106

**Shares Voted:** 1,408

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive CEO's Report | Mgmt | | | |

# Bravida Holding AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 9 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 10 | Approve Allocation of Income and Dividends of SEK 3.80 Per Ordinary Share | Mgmt | For | For | For |
| 11.1 | Approve Discharge of Fredrik Arp | Mgmt | For | For | For |
| 11.2 | Approve Discharge of Cecilia Daun Wennborg | Mgmt | For | For | For |
| 11.3 | Approve Discharge of Jan Johansson | Mgmt | For | For | For |
| 11.4 | Approve Discharge of Marie Nygren | Mgmt | For | For | For |
| 11.5 | Approve Discharge of Karin Stahlhandske | Mgmt | For | For | For |
| 11.6 | Approve Discharge of Tero Kiviniemi | Mgmt | For | For | For |
| 11.7 | Approve Discharge of Jan Ericson | Mgmt | For | For | For |
| 11.8 | Approve Discharge of Geir Gjestad | Mgmt | For | For | For |
| 11.9 | Approve Discharge of Christoffer Lindahl Strand | Mgmt | For | For | For |
| 11.10 | Approve Discharge of Orjan Gerle | Mgmt | For | For | For |
| 11.11 | Approve Discharge of CEO Mattias Johansson | Mgmt | For | For | For |
| 12a | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 12b | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 13a | Approve Remuneration of Directors in the Amount of SEK 1.51 Million to Chair and SEK 595,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 13b | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 14a | Reelect Fredrik Arp as Director | Mgmt | For | For | For |
| 14b | Reelect Cecilia Daun Wennborg as Director | Mgmt | For | For | For |
| 14c | Reelect Jan Johansson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominee Jan Johansson (Item 14c) is warranted due to his position as a non-independent chair of the audit committee. A vote FOR the remaining nominees is warranted.* | | | | |

## Bravida Holding AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14d | Reelect Karin Stahlhandske as Director | Mgmt | For | For | For |
| 14e | Reelect Tero Kiviniemi as Director | Mgmt | For | For | For |
| 14f | Elect Anette Frumerie as New Director | Mgmt | For | For | For |
| 14g | Elect Asa Landen Ericsson as New Director | Mgmt | For | For | For |
| 15 | Reelect Fredrik Arp as Board Chair | Mgmt | For | For | For |
| 16 | Ratify KPMG as Auditors | Mgmt | For | For | For |
| 17 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the company's short-term bonus plan continues to be primarily based on operational targets which are not further explained, making it difficult to assess the merits of the plan.* | | | | |
| 18 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 19 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 20 | Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights | Mgmt | For | For | For |
| 21a | Approve Performance Share Matching Plan LTIP 2026 for Key Employees | Mgmt | For | For | For |
| 21b1 | Approve Equity Plan Financing Through Issuance of Shares | Mgmt | For | For | For |
| 21b2 | Approve Equity Plan Financing Through Repurchase of Own Shares | Mgmt | For | For | For |
| 21b3 | Approve Equity Plan Financing Through Transfer of Own Shares | Mgmt | For | For | For |
| 21c | Approve Alternative Equity Plan Financing | Mgmt | For | For | For |
| 22 | Close Meeting | Mgmt | | | |

## Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

**Meeting Date:** 04/28/2026 **Country:** Brazil **Ticker:** SBSP3

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** P2R268136

# Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

**Shares Voted:** 36,334

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2025 | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 3 | Fix Number of Fiscal Council Members at Five | Mgmt | For | For | For |
| 4.1 | Elect Aristoteles Nogueira Filho as Fiscal Council Member and Vanderlei Dominguez da Rosa as Alternate | Mgmt | For | For | For |
| 4.2 | Elect Gisomar Francisco de Bittencourt Marinho as Fiscal Council Member and Marizio Martins da Costa as Alternate | Mgmt | For | For | For |
| 4.3 | Elect Hamilton Valente da Silva Junior as Fiscal Council Member and Dorgival Soares da Silva as Alternate | Mgmt | For | For | For |
| 4.4 | Elect Maria Salete Garcia Pinheiro as Fiscal Council Member and Adilson Celestino de Lima as Alternate | Mgmt | For | For | For |
| 4.5 | Elect Thiago Mesquita Nunes as Fiscal Council Member and Elaine Mirela Lourenco as Alternate | Mgmt | For | For | For |
| 5 | Elect Eduardo Parente Menezes as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST non-independent director nominee Eduardo Parente Menezes is warranted given the proposed board's overall lack of independence.* | | | | |
| | If Voting FOR on Item 6, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting. | Mgmt | | | |
| 6 | In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6 and 7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |

## Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Percentage of Votes to Be Assigned - Elect Eduardo Parente Menezes as Director | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6 and 7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 8 | Approve Remuneration of Company's Management | Mgmt | For | For | For |
| 9 | Approve Remuneration of Fiscal Council Members | Mgmt | For | For | For |

## Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

**Meeting Date:** 04/28/2026 **Country:** Brazil **Ticker:** SBSP3

**Record Date:** **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** P2R268136

**Shares Voted:** 36,334

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Restricted Stock Plan (Bonus Estrela) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this request is warranted because the plan would allow for the granting of full-value shares in the absence of publicly-disclosed performance conditions. As such, the proposed plan does not appear to adequately align the interests of its beneficiaries and those of the shareholders.* | | | | |
| 2 | Amend Article 3 to Reflect Changes in Capital | Mgmt | For | For | For |
| 3 | Approve Increase in Authorized Capital and Amend Article 3 Accordingly | Mgmt | For | For | For |
| 4 | Amend Articles 12, 18, and 26 | Mgmt | For | For | For |
| 5 | Amend Article 15 Re: Meetings of Board of Directors | Mgmt | For | For | For |
| 6 | Amend Article 15 Re: Minutes of Meetings of the Board of Directors | Mgmt | For | For | For |
| 7 | Amend Article 16 Re: Item IV | Mgmt | For | For | For |
| 8 | Amend Article 16 Re: Item XIX | Mgmt | For | For | For |
| 9 | Amend Articles | Mgmt | For | For | For |
| 10 | Amend Article 23 Re: Item VIII of the First Paragraph | Mgmt | For | For | For |
| 11 | Amend Article 23 Re: Item IV of the Second Paragraph | Mgmt | For | For | For |
| 12 | Amend Article 37 | Mgmt | For | For | For |

## Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Amend Article 38 and Create New Article 39 | Mgmt | For | For | For |
| 14 | Amend Article 46 | Mgmt | For | For | For |
| 15 | Amend Article 58 | Mgmt | For | For | For |
| 16 | Approve 5-for-1 Stock Split and Amend Article 3 Accordingly | Mgmt | For | For | For |
| 17 | Consolidate Bylaws | Mgmt | For | For | For |

## Equity LifeStyle Properties, Inc.

**Meeting Date:** 04/28/2026 **Country:** USA **Ticker:** ELS

**Record Date:** 02/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 29472R108

**Shares Voted:** 15,359

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Andrew Berkenfield | Mgmt | For | For | For |
| 1.2 | Elect Director Derrick Burks | Mgmt | For | For | For |
| 1.3 | Elect Director Philip Calian | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director David Contis | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Constance Freedman | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Thomas Heneghan | Mgmt | For | For | For |
| 1.7 | Elect Director Marguerite Nader | Mgmt | For | For | For |
| 1.8 | Elect Director Radhika Papandreou | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Scott Peppet | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Equity LifeStyle Properties, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |

## EssilorLuxottica SA

**Meeting Date:** 04/28/2026 **Country:** France **Ticker:** EL

**Record Date:** 04/20/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F31665106

**Shares Voted:** 1,447

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 4 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | For | For |
| 5 | Approve Compensation Report of Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as there is a repeated lack of board responsiveness following shareholders' dissent at the previous AGM.* | | | | |
| 6 | Approve Compensation of Francesco Milleri, Chairman and CEO | Mgmt | For | For | For |
| 7 | Approve Compensation of Paul du Saillant, Vice-CEO | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * Performance conditions attached to the termination payments of executives may prove not to be sufficiently challenging. * The board has the ability to maintain the full vesting of LTIPs despite the executive's departure. * Detailed circumstances justifying the payment of exceptional awards are not disclosed, whereas the maximum value of such payments can be considered very substantial compared to market practice.* | | | | |

# EssilorLuxottica SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Approve Remuneration Policy of Vice-CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * Performance conditions attached to the termination payments of executives may prove not to be sufficiently challenging. * The board has the ability to maintain the full vesting of LTIPs despite the executive's departure. * Detailed circumstances justifying the payment of exceptional awards are not disclosed, whereas the maximum value of such payments can be considered very substantial compared to market practice.* | | | | |
| 11 | Reelect Romolo Bardin as Director | Mgmt | For | For | For |
| 12 | Reelect José Gonzalo as Director | Mgmt | For | For | For |
| 13 | Reelect Virginie Mercier Pitre as Director | Mgmt | For | For | For |
| 14 | Reelect Mario Notari as Director | Mgmt | For | For | For |
| 15 | Reelect Swati Piramal as Director | Mgmt | For | For | For |
| 16 | Reelect Cristina Scocchia as Director | Mgmt | For | For | For |
| 17 | Reelect Nathalie von Siemens as Director | Mgmt | For | For | For |
| 18 | Reelect Andrea Zappia as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the reelection of Andrea Zappia, chairman of the Nomination and Compensation Committee, is warranted considering the repeated absence of adequate response regarding significant levels of dissent recorded during the previous AGMs on remuneration-related items (Item 18). A vote FOR the remaining nominees is warranted.* | | | | |
| 19 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 20 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 21 | Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 22 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 4,169,606 | Mgmt | For | For | For |
| 23 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,169,606 | Mgmt | For | For | For |

## EssilorLuxottica SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 24 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4,169,606 | Mgmt | For | For | For |
| 25 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Mgmt | For | For | For |
| 26 | Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 27 | Authorize Capital Increase of Up to EUR 4,169,606 for Future Exchange Offers | Mgmt | For | For | For |
| 28 | Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,169,606 | Mgmt | For | For | For |
| 29 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 30 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Exelon Corporation

**Meeting Date:** 04/28/2026 **Country:** USA **Ticker:** EXC

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 30161N101

**Shares Voted:** 55,489

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director W. Paul Bowers | Mgmt | For | For | For |
| 1b | Elect Director Calvin G. Butler, Jr. | Mgmt | For | For | For |
| 1c | Elect Director Marjorie Rodgers Cheshire | Mgmt | For | For | For |
| 1d | Elect Director David DeWalt | Mgmt | For | For | For |
| 1e | Elect Director Linda Jojo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Linda Jojo, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 1f | Elect Director Charisse Lillie | Mgmt | For | For | For |

## Exelon Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director Anna Richo | Mgmt | For | For | For |
| 1h | Elect Director Matthew Rogers | Mgmt | For | For | For |
| 1i | Elect Director Bryan Segedi | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## First Horizon Corporation

**Meeting Date:** 04/28/2026 **Country:** USA **Ticker:** FHN

**Record Date:** 02/27/2026 **Meeting Type:** Annual

**Primary Security ID:** 320517105

**Shares Voted:** 13,896

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Jeffrey J. Brown | Mgmt | For | For | For |
| 1.2 | Elect Director Velia M. Carboni | Mgmt | For | For | For |
| 1.3 | Elect Director John C. Compton | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Wendy P. Davidson | Mgmt | For | For | For |
| 1.5 | Elect Director John W. Dietrich | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director D. Bryan Jordan | Mgmt | For | For | For |
| 1.7 | Elect Director J. Michael Kemp, Sr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Rick E. Maples | Mgmt | For | For | For |
| 1.9 | Elect Director Sital K. Mody | Mgmt | For | For | For |
| 1.10 | Elect Director Michael L. Moehn | Mgmt | For | For | For |
| 1.11 | Elect Director Vicki R. Palmer | Mgmt | For | For | For |
| 1.12 | Elect Director Cecelia D. Stewart | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

# International Business Machines Corporation

**Meeting Date:** 04/28/2026 **Country:** USA **Ticker:** IBM
**Record Date:** 02/27/2026 **Meeting Type:** Annual
**Primary Security ID:** 459200101

**Shares Voted:** 17,203

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Marianne C. Brown | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Thomas Buberl | Mgmt | For | For | For |
| 1c | Elect Director David N. Farr | Mgmt | For | For | For |
| 1d | Elect Director Alex Gorsky | Mgmt | For | For | For |
| 1e | Elect Director Michelle J. Howard | Mgmt | For | For | For |
| 1f | Elect Director Arvind Krishna | Mgmt | For | For | For |
| 1g | Elect Director Ramon Laguarta | Mgmt | For | For | For |
| 1h | Elect Director Andrew N. Liveris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Frederick William McNabb, III | Mgmt | For | For | For |
| 1j | Elect Director Michael Miebach | Mgmt | For | For | For |
| 1k | Elect Director Martha E. Pollack | Mgmt | For | For | For |
| 1l | Elect Director Peter R. Voser | Mgmt | For | For | For |
| 1m | Elect Director Alfred W. Zollar | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The estimated duration of available and proposed shares exceeds six years - The plan allows broad discretion to accelerate vesting* | | | | |
| 5 | Amend Stock Ownership Guidelines for Outside Directors | SH | Against | Against | Against |
| 6 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |

## International Business Machines Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Report on Methods to Eliminate Bias in AI Models | SH | Against | Against | Against |
| 8 | Report on Cost and Benefits and Relevant Risks of the Company's Charitable Support | SH | Against | Against | Against |

## Knowles Corporation

**Meeting Date:** 04/28/2026 **Country:** USA **Ticker:** KN
**Record Date:** 03/02/2026 **Meeting Type:** Annual
**Primary Security ID:** 49926D109

**Shares Voted:** 594

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Laura Angelini | Mgmt | For | For | For |
| 1b | Elect Director Keith Barnes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Jason Cardew | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Daniel J. Crowley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Ye Jane Li | Mgmt | For | For | For |
| 1f | Elect Director Jeffrey S. Niew | Mgmt | For | For | For |
| 1g | Elect Director Cheryl Shavers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Michael S. Wishart | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## MERLIN Properties SOCIMI SA

**Meeting Date:** 04/28/2026 **Country:** Spain **Ticker:** MRL
**Record Date:** 04/24/2026 **Meeting Type:** Annual
**Primary Security ID:** E7390Z100

# MERLIN Properties SOCIMI SA

**Shares Voted:** 1,947

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Approve Standalone Financial Statements | Mgmt | For | For | For |
| 1.2 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 1.3 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 2.1 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 2.2 | Approve Distribution of Share Issuance Premium | Mgmt | For | For | For |
| 3 | Approve Discharge of Board | Mgmt | For | For | For |
| 4.1 | Fix Number of Directors at 13 | Mgmt | For | For | For |
| 4.2 | Reelect Ismael Clemente Orrego as Director | Mgmt | For | For | For |
| 4.3 | Reelect Miguel Ollero Barrera as Director | Mgmt | For | For | For |
| 4.4 | Ratify Appointment of and Elect Fernando Lopez Munoz as Director | Mgmt | For | For | For |
| 4.5 | Reelect Julia Bayon Pedraza as Director | Mgmt | For | For | For |
| 4.6 | Reelect Ines Archer Toper as Director | Mgmt | For | For | For |
| 4.7 | Elect Maria Teresa Pulido Mendoza as Director | Mgmt | For | For | For |
| 4.8 | Elect Olaf Diaz-Pintado Lopez as Director | Mgmt | For | For | For |
| 4.9 | Elect Regina Garay Salazar as Director | Mgmt | For | For | For |
| 5 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |
| 6 | Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent | Mgmt | For | For | For |
| 7 | Authorize Company to Call EGM with 15 Days' Notice | Mgmt | For | For | For |
| 8 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

# NatWest Group Plc

**Meeting Date:** 04/28/2026 **Country:** United Kingdom **Ticker:** NWG
**Record Date:** 04/24/2026 **Meeting Type:** Annual
**Primary Security ID:** G6422B147

**Shares Voted:** 112,674

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Rick Haythornthwaite as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard (Rick) Haythornthwaite, Lena Wilson, Patrick Flynn and Stuart Lewis is warranted for lack of diversity on the board. A vote AGAINST incumbent board chair Richard (Rick) Haythornthwaite is warranted, in light of concerns raised by the Vote No campaign regarding the company's modifications to its climate commitments.* | | | | |
| 5 | Re-elect Paul Thwaite as Director | Mgmt | For | For | For |
| 6 | Re-elect Katie Murray as Director | Mgmt | For | For | For |
| 7 | Elect Josh Critchley as Director | Mgmt | For | For | For |
| 8 | Re-elect Roisin Donnelly as Director | Mgmt | For | For | For |
| 9 | Re-elect Patrick Flynn as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard (Rick) Haythornthwaite, Lena Wilson, Patrick Flynn and Stuart Lewis is warranted for lack of diversity on the board.* | | | | |
| 10 | Re-elect Geeta Gopalan as Director | Mgmt | For | For | For |
| 11 | Elect Albert Hitchcock as Director | Mgmt | For | For | For |
| 12 | Re-elect Stuart Lewis as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard (Rick) Haythornthwaite, Lena Wilson, Patrick Flynn and Stuart Lewis is warranted for lack of diversity on the board.* | | | | |
| 13 | Re-elect Gill Whitehead as Director | Mgmt | For | For | For |
| 14 | Re-elect Lena Wilson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard (Rick) Haythornthwaite, Lena Wilson, Patrick Flynn and Stuart Lewis is warranted for lack of diversity on the board.* | | | | |
| 15 | Appoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Group Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |

## NatWest Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity in Connection with Equity Convertible Notes | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 23 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 24 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 25 | Authorise Off-Market Purchase of Preference Shares | Mgmt | For | For | For |

## Nordic Semiconductor ASA

**Meeting Date:** 04/28/2026 **Country:** Norway **Ticker:** NOD

**Record Date:** 04/21/2026 **Meeting Type:** Annual

**Primary Security ID:** R4988P103

**Shares Voted:** 911

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting; Registration of Attending Shareholders and Proxies | Mgmt | | | |
| 2 | Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 3 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 4 | Accept Financial Statements and Statutory Reports; Approve Allocation of Income | Mgmt | For | For | For |
| 5 | Discuss Company's Corporate Governance Statement | Mgmt | | | |
| 6 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 7a | Approve Creation of NOK 199,000 Pool of Capital without Preemptive Rights | Mgmt | For | For | For |

## Nordic Semiconductor ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7b | Approve Convertible Loans | Mgmt | For | For | For |
| 8a | Reelect Dieter May (Chair) as Director | Mgmt | For | For | For |
| 8b | Reelect Inger Berg Orstavik as Director | Mgmt | For | For | For |
| 8c | Reelect Annastiina Hintsa as Director | Mgmt | For | For | For |
| 8d | Reelect Helmut Gassel as Director | Mgmt | For | For | For |
| 8e | Elect Lars Loddesol as New Director | Mgmt | For | For | For |
| 9a | Reelect Fredrik Thoresen (Chair) as Member of Nominating Committee | Mgmt | For | For | For |
| 9b | Reelect Eivind Lotsberg as Member of Nominating Committee | Mgmt | For | For | For |
| 9c | Reelect Arne Graee as Member of Nominating Committee | Mgmt | For | For | For |
| 10a | Approve Remuneration of Directors | Mgmt | For | For | For |
| 10b | Approve Remuneration of Nominating Committee | Mgmt | For | For | For |
| 10c | Approve Remuneration of Auditor | Mgmt | For | For | For |
| 11 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 12.1 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 12.2 | Approve Long-Term Incentive Plan | Mgmt | For | For | For |

## Ocado Group Plc

**Meeting Date:** 04/28/2026 **Country:** United Kingdom **Ticker:** OCDO

**Record Date:** 04/24/2026 **Meeting Type:** Annual

**Primary Security ID:** G6718L106

**Shares Voted:** 4,876

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Ocado Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted because: * A material discrepancy has been identified between the annual bonus outcomes and the Company's performance. * The inclusion of the drawn down of the Kroger Letter of Credit in the underlying cash flow metric is not considered appropriate, especially given it materially impacted the bonus outcome for both EDs.* | | | | |
| 3 | Elect Cathy Graham as Director | Mgmt | For | For | For |
| 4 | Re-elect Adam Warby as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Adam Warby, Andrew Harrison, Julia Brown, Rachel Osborne, Gavin Patterson, Jorn Rausing, Nadia Shouraboura, and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5 | Re-elect Tim Steiner as Director | Mgmt | For | For | For |
| 6 | Re-elect Stephen Daintith as Director | Mgmt | For | For | For |
| 7 | Re-elect Jorn Rausing as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Adam Warby, Andrew Harrison, Julia Brown, Rachel Osborne, Gavin Patterson, Jorn Rausing, Nadia Shouraboura, and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8 | Re-elect Andrew Harrison as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Adam Warby, Andrew Harrison, Julia Brown, Rachel Osborne, Gavin Patterson, Jorn Rausing, Nadia Shouraboura, and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Re-elect Julie Southern as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Adam Warby, Andrew Harrison, Julia Brown, Rachel Osborne, Gavin Patterson, Jorn Rausing, Nadia Shouraboura, and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Nadia Shouraboura as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Adam Warby, Andrew Harrison, Julia Brown, Rachel Osborne, Gavin Patterson, Jorn Rausing, Nadia Shouraboura, and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 11 | Re-elect Julia Brown as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Adam Warby, Andrew Harrison, Julia Brown, Rachel Osborne, Gavin Patterson, Jorn Rausing, Nadia Shouraboura, and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12 | Re-elect Rachel Osborne as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Adam Warby, Andrew Harrison, Julia Brown, Rachel Osborne, Gavin Patterson, Jorn Rausing, Nadia Shouraboura, and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 13 | Re-elect Gavin Patterson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Adam Warby, Andrew Harrison, Julia Brown, Rachel Osborne, Gavin Patterson, Jorn Rausing, Nadia Shouraboura, and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## Ocado Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity in Connection with a Rights Issue | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Prologis, Inc.

**Meeting Date:** 04/28/2026 **Country:** USA **Ticker:** PLD

**Record Date:** 03/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 74340W103

**Shares Voted:** 6,984

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Cristina G. Bita | Mgmt | For | For | For |
| 1b | Elect Director James B. Connor | Mgmt | For | For | For |
| 1c | Elect Director George L. Fotiades | Mgmt | For | For | For |
| 1d | Elect Director Lydia H. Kennard | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Daniel S. Letter | Mgmt | For | For | For |
| 1f | Elect Director Guy A. Metcalfe | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Avid Modjtabai | Mgmt | For | For | For |
| 1h | Elect Director Hamid R. Moghadam | Mgmt | For | For | For |

## Prologis, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1i | Elect Director David P. O'Connor | Mgmt | For | For | For |
| 1j | Elect Director Olivier Piani | Mgmt | For | For | For |
| 1k | Elect Director Sarah A. Slusser | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. There are concerns regarding the complexity of pay programs and reduced transparency surrounding PPP awards. However, these concerns have not translated to a quantitative pay-for-performance misalignment for the year in review. Moreover, annual incentives are predominantly based on quantified pre-set goals and the CEO's LTI award remains entirely performance-conditioned on a relative TSR metric that targets outperformance. Nevertheless, there are significant concerns regarding the magnitude and structure of the one-time retention RSUs granted to the CEO in early FY26, which will be reported in next year's pay tables. The retention award is entirely time-based, and it provides an additional pay opportunity that is more than the CEO's FY25 total pay and significantly exceeds the median total pay of peer CEOs. While the proxy discloses some factors the committee considered in structuring the award, a transition to a reduced capacity, specifically from CEO to executive chairman, is not considered a compelling reason for an off-cycle award.* | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Regal Rexnord Corporation

**Meeting Date:** 04/28/2026 **Country:** USA **Ticker:** RRX

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 758750103

**Shares Voted:** 768

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Gerben W. Bakker | Mgmt | For | For | For |
| 1b | Elect Director Jan A. Bertsch | Mgmt | For | For | For |
| 1c | Elect Director Stephen M. Burt | Mgmt | For | For | For |
| 1d | Elect Director Theodore D. Crandall | Mgmt | For | For | For |
| 1e | Elect Director Michael P. Doss | Mgmt | For | For | For |
| 1f | Elect Director Rashida A. Hodge | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Michael F. Hilton | Mgmt | For | For | For |
| 1h | Elect Director Louis V. Pinkham | Mgmt | For | For | For |
| 1i | Elect Director Rakesh Sachdev | Mgmt | For | For | For |
| 1j | Elect Director Curtis W. Stoelting | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Regal Rexnord Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1k | Elect Director Robin A. Walker-Lee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 31.88 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

## Revvity, Inc.

**Meeting Date:** 04/28/2026 **Country:** USA **Ticker:** RVTY

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 714046109

**Shares Voted:** 569

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Peter Barrett | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Samuel R. Chapin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Michael A. Klobuchar | Mgmt | For | For | For |
| 1d | Elect Director Michelle McMurry-Heath | Mgmt | For | For | For |
| 1e | Elect Director Alexis P. Michas | Mgmt | For | For | For |
| 1f | Elect Director Prahlad R. Singh | Mgmt | For | For | For |
| 1g | Elect Director Sophie V. Vandebroek | Mgmt | For | For | For |
| 1h | Elect Director Michel Vounatsos | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Frank Witney | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Pascale Witz | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Revvity, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold | Mgmt | For | For | For |
| 5 | Adopt Share Retention Policy for Senior Executives | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.* | | | | |

## Rollins, Inc.

**Meeting Date:** 04/28/2026 **Country:** USA **Ticker:** ROL

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 775711104

**Shares Voted:** 3,327

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Susan R. Bell | Mgmt | For | For | For |
| 1.2 | Elect Director Donald P. Carson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Paul D. Donahue | Mgmt | For | For | For |
| 1.4 | Elect Director Jerry E. Gahlhoff, Jr. | Mgmt | For | For | For |
| 1.5 | Elect Director Patrick J. Gunning | Mgmt | For | For | For |
| 1.6 | Elect Director Gregory B. Morrison | Mgmt | For | For | For |
| 1.7 | Elect Director Louise S. Sams | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director Timothy C. Rollins | Mgmt | For | For | For |
| 1.9 | Elect Director John F. Wilson | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |

# SCOR

**Meeting Date:** 04/28/2026 **Country:** France **Ticker:** SCR
**Record Date:** 04/20/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** F15561677

**Shares Voted:** 744

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 1.90 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 6 | Approve Compensation of Fabrice Brégier, Chairman of the Board | Mgmt | For | For | For |
| 7 | Approve Compensation of Thierry Léger, CEO | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of Directors and Censors | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 11 | Reelect Adrien Couret as Director | Mgmt | For | For | For |
| 12 | Reelect Thierry Léger as Director | Mgmt | For | For | For |
| 13 | Reelect Vanessa Marquette as Director | Mgmt | For | For | For |
| 14 | Reelect Augustin de Romanet as Director | Mgmt | For | For | For |
| 15 | Elect Jacques Aigrain as Director | Mgmt | For | For | For |
| 16 | Elect Jean-François Lequoy as Director | Mgmt | For | For | For |
| 17 | Renew Appointment of KPMG S.A. as Auditor | Mgmt | For | For | For |
| 18 | Renew Appointment of KPMG S.A. as Auditor for Sustainability Reporting | Mgmt | For | For | For |

## SCOR

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19 | Appoint PricewaterhouseCoopers Audit as Auditor | Mgmt | For | For | For |
| 20 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 21 | Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 22 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 565,328,443 | Mgmt | For | For | For |
| 23 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to Aggregate Nominal Amount of EUR 282,664,221 | Mgmt | For | For | For |
| 24 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 141,332,110 | Mgmt | For | For | For |
| 25 | Approve Issuance of Equity or Equity-Linked Securities Reserved for One or More Specifically Designated Persons, up to Aggregate Nominal Amount of 141,332,110 | Mgmt | For | For | For |
| 26 | Authorize Capital Increase of Up to EUR 141,332,110 for Future Exchange Offers | Mgmt | For | For | For |
| 27 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 28 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22 to 25 | Mgmt | For | For | For |
| 29 | Authorize Issuance of Warrants (Bons AOF 2025) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Ancillary Own-Fund | Mgmt | For | For | For |

## SCOR

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 30 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 31 | Authorize up to 1 Million Shares for Use in Stock Option Plans | Mgmt | For | For | For |
| 32 | Authorize Issuance of up to 3.5 Million Shares for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 33 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 34 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22-29 and 31-33 at EUR 765,737,846 | Mgmt | For | For | For |
| 35 | Ratify Amendment of Article 19 of Bylaws to Incorporate Legal Changes Re: Record Date | Mgmt | For | For | For |
| 36 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## SSAB AB

**Meeting Date:** 04/28/2026 **Country:** Sweden **Ticker:** SSAB.B

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** W8615U108

**Shares Voted:** 3,969

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 3 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Receive Financial Statements and Statutory Reports; Receive Chair's Report; Receive CEO's Report; Receive Auditors Report | Mgmt | | | |
| 7.a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 7.b | Approve Allocation of Income and Dividends of SEK 2.00 Per Share | Mgmt | For | For | For |

# SSAB AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7c1 | Approve Discharge of Petra Einarsson | Mgmt | For | For | For |
| 7c2 | Approve Discharge of Kerstin Enochsson | Mgmt | For | For | For |
| 7c.3 | Approve Discharge of Lennart Evrell | Mgmt | For | For | For |
| 7c4 | Approve Discharge of Bernard Fontana | Mgmt | For | For | For |
| 7c5 | Approve Discharge of Marie Gronborg | Mgmt | For | For | For |
| 7c6 | Approve Discharge of Pierre Heeroma | Mgmt | For | For | For |
| 7c7 | Approve Discharge of Mikael Makinen | Mgmt | For | For | For |
| 7c8 | Approve Discharge of Maija Strandberg | Mgmt | For | For | For |
| 7c9 | Approve Discharge of Mikael Henriksson (Employee Representative) | Mgmt | For | For | For |
| 7c10 | Approve Discharge of Robert Holmstrom (Employee Representative) | Mgmt | For | For | For |
| 7c11 | Approve Discharge of Sven-Erik Rosen (Employee Representative) | Mgmt | For | For | For |
| 7c12 | Approve Discharge of Tomas Jansson (Employee Representative) | Mgmt | For | For | For |
| 7c13 | Approve Discharge of Tomas Karlsson (Employee Representative) | Mgmt | For | For | For |
| 7c14 | Approve Discharge of Patrick Sjoholm (Employee Representative) | Mgmt | For | For | For |
| 7c15 | Approve Discharge of Johnny Sjostrom as CEO | Mgmt | For | For | For |
| 8 | Determine Number of Directors (8) and Deputy Directors (0) of Board | Mgmt | For | For | For |
| 9.1 | Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 735,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 9.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 10.a | Reelect Petra Einarsson as Director | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST nominee Petra Einarsson is warranted because she is a non-independent chair of the audit committee. Votes FOR the remaining nominees are warranted.*

## SSAB AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10.b | Reelect Kerstin Enochsson as Director | Mgmt | For | For | For |
| 10.c | Reelect Lennart Evrell as Director | Mgmt | For | For | For |
| 10.d | Reelect Marie Gronborg as Director | Mgmt | For | For | For |
| 10.e | Reelect Pierre Heeroma as Director | Mgmt | For | For | For |
| 10.f | Reelect Maija Strandberg as Director | Mgmt | For | For | For |
| 10.g | Elect Magnus Groth as New Director | Mgmt | For | For | For |
| 10.h | Elect Heikki Malinen as New Director | Mgmt | For | For | For |
| 11 | Reelect Lennart Evrell as Board Chair | Mgmt | For | For | For |
| 12.1 | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 12.2 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the new policy provides sizeable increases to pay opportunity and increases the permissible ratio of individual targets relative to group targets, combined with a lack of any explanatory rationale in support of these changes. Additionally, the maximum cap of the pension contributions stand out as in deviation of market standards.* | | | | |
| 14 | Approve Remuneration Report | Mgmt | For | For | For |
| 15 | Approve Long Term Incentive Program 2026 | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 17 | Close Meeting | Mgmt | | | |

## Taylor Wimpey Plc

**Meeting Date:** 04/28/2026 **Country:** United Kingdom **Ticker:** TW

**Record Date:** 04/24/2026 **Meeting Type:** Annual

**Primary Security ID:** G86954107

**Shares Voted:** 18,871

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |

# Taylor Wimpey Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Performance Share Plan | Mgmt | For | For | For |
| 5 | Approve Final Dividend | Mgmt | For | For | For |
| 6 | Re-elect Robert Noel as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified. A vote AGAINST incumbent nomination committee members Robert (Rob) Noel, Lord Jitesh Gadhia, Mark Castle, Martyn Coffey, Irene Dorner, Scilla Grimble and Clodagh (Clo) Moriarty is warranted for lack of diversity on the board.* | | | | |
| 7 | Re-elect Jennie Daly as Director | Mgmt | For | For | For |
| 8 | Re-elect Chris Carney as Director | Mgmt | For | For | For |
| 9 | Re-elect Lord Jitesh Gadhia as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified. A vote AGAINST incumbent nomination committee members Robert (Rob) Noel, Lord Jitesh Gadhia, Mark Castle, Martyn Coffey, Irene Dorner, Scilla Grimble and Clodagh (Clo) Moriarty is warranted for lack of diversity on the board.* | | | | |
| 10 | Re-elect Irene Dorner as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified. A vote AGAINST incumbent nomination committee members Robert (Rob) Noel, Lord Jitesh Gadhia, Mark Castle, Martyn Coffey, Irene Dorner, Scilla Grimble and Clodagh (Clo) Moriarty is warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect Scilla Grimble as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified. A vote AGAINST incumbent nomination committee members Robert (Rob) Noel, Lord Jitesh Gadhia, Mark Castle, Martyn Coffey, Irene Dorner, Scilla Grimble and Clodagh (Clo) Moriarty is warranted for lack of diversity on the board.* | | | | |
| 12 | Re-elect Mark Castle as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified. A vote AGAINST incumbent nomination committee members Robert (Rob) Noel, Lord Jitesh Gadhia, Mark Castle, Martyn Coffey, Irene Dorner, Scilla Grimble and Clodagh (Clo) Moriarty is warranted for lack of diversity on the board.* | | | | |
| 13 | Re-elect Clodagh Moriarty as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified. A vote AGAINST incumbent nomination committee members Robert (Rob) Noel, Lord Jitesh Gadhia, Mark Castle, Martyn Coffey, Irene Dorner, Scilla Grimble and Clodagh (Clo) Moriarty is warranted for lack of diversity on the board.* | | | | |
| 14 | Re-elect Martyn Coffey as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified. A vote AGAINST incumbent nomination committee members Robert (Rob) Noel, Lord Jitesh Gadhia, Mark Castle, Martyn Coffey, Irene Dorner, Scilla Grimble and Clodagh (Clo) Moriarty is warranted for lack of diversity on the board.* | | | | |
| 15 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |

## Taylor Wimpey Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Thomson Reuters Corporation

**Meeting Date:** 04/28/2026 **Country:** Canada **Ticker:** TRI
**Record Date:** 03/06/2026 **Meeting Type:** Special
**Primary Security ID:** 884903808

**Shares Voted:** 3,757

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Return of Capital and Share Consolidation | Mgmt | For | For | For |

## Truist Financial Corporation

**Meeting Date:** 04/28/2026 **Country:** USA **Ticker:** TFC
**Record Date:** 02/19/2026 **Meeting Type:** Annual
**Primary Security ID:** 89832Q109

**Shares Voted:** 16,919

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jennifer S. Banner | Mgmt | For | For | For |
| 1b | Elect Director K. David Boyer, Jr. | Mgmt | For | For | For |
| 1c | Elect Director Agnes Bundy Scanlan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Dallas S. Clement | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Truist Financial Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Linnie M. Haynesworth | Mgmt | For | For | For |
| 1f | Elect Director Donna S. Morea | Mgmt | For | For | For |
| 1g | Elect Director Charles A. Patton | Mgmt | For | For | For |
| 1h | Elect Director Jonathan M. Pruzan | Mgmt | For | For | For |
| 1i | Elect Director William H. Rogers, Jr. | Mgmt | For | For | For |
| 1j | Elect Director Thomas E. Skains | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Laurence Stein | Mgmt | For | For | For |
| 1l | Elect Director Bruce L. Tanner | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Report on Risks from Misalignment Between Company Policies and Customer Base | SH | Against | Against | Against |

## Wallenstam AB

**Meeting Date:** 04/28/2026 **Country:** Sweden **Ticker:** WALL.B

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** W9898B148

**Shares Voted:** 2,617

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Board's Report | Mgmt | | | |

# Wallenstam AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 9 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 10 | Approve Allocation of Income and Dividends of SEK 0.55 Per Share | Mgmt | For | For | For |
| 11.1 | Approve Discharge of Lars-Ake Bokenberger | Mgmt | For | For | For |
| 11.2 | Approve Discharge of Karin Mattsson | Mgmt | For | For | For |
| 11.3 | Approve Discharge of Agneta Wallenstam | Mgmt | For | For | For |
| 11.4 | Approve Discharge of Mikael Soderlund | Mgmt | For | For | For |
| 11.5 | Approve Discharge of Rebecka Wallenstam | Mgmt | For | For | For |
| 11.6 | Approve Discharge of Karl Engelbrektson | Mgmt | For | For | For |
| 11.7 | Approve Discharge of Hans Wallenstam | Mgmt | For | For | For |
| 12.1 | Determine Number of Members (6) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 12.2 | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 13.1 | Approve Remuneration of Board Chair in the Amount of SEK 1.2 Million | Mgmt | For | For | For |
| 13.2 | Approve Remuneration of Board Deputy Chair in the Amount of SEK 320,000 | Mgmt | For | For | For |
| 13.3 | Approve Remuneration of Each Board Member in the Amount of SEK 210,000 | Mgmt | For | For | For |
| 13.4 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 14.1a | Reelect Lars-Ake Bokenberger as Director | Mgmt | For | For | For |
| 14.1b | Reelect Karin Mattsson as Director | Mgmt | For | For | For |
| 14.1c | Reelect Agneta Wallenstam as Director | Mgmt | For | For | For |
| 14.1d | Reelect Mikael Soderlund as Director | Mgmt | For | For | For |
| 14.1e | Reelect Rebecka Wallenstam as Director | Mgmt | For | For | For |
| 14.1f | Reelect Karl Engelbrektson as Director | Mgmt | For | For | For |

## Wallenstam AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14.2 | Reelect Lars-Ake Bokenberger as Board Chair | Mgmt | For | For | For |
| 15 | Ratify KPMG as Auditors | Mgmt | For | For | For |
| 16 | Elect Lars-Ake Bokenberger, Hans Wallenstam and Dick Bergqvist (Chair) as Members of Nominating Committee | Mgmt | For | For | For |
| 17 | Approve Remuneration Report | Mgmt | For | For | For |
| 18 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 19 | Approve SEK 10 Million Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |
| 20 | Approve Synthetic Stock Option Plan for Key Employees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this plan is warranted because awards may vest and be realized within three years from grant.* | | | | |
| 21 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 22 | Authorize Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 23 | Close Meeting | Mgmt | | | |

## Wells Fargo & Company

**Meeting Date:** 04/28/2026 **Country:** USA **Ticker:** WFC

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 949746101

**Shares Voted:** 41,983

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Steven D. Black | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Mark A. Chancy | Mgmt | For | For | For |
| 1c | Elect Director Theodore F. Craver, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Richard K. Davis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Fabian T. Garcia | Mgmt | For | For | For |

# Wells Fargo & Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director Wayne M. Hewett | Mgmt | For | For | For |
| 1g | Elect Director CeCelia G. Morken | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Maria R. Morris | Mgmt | For | For | For |
| 1i | Elect Director Felicia F. Norwood | Mgmt | For | For | For |
| 1j | Elect Director Ronald L. Sargent | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Charles W. Scharf | Mgmt | For | For | For |
| 1l | Elect Director Suzanne M. Vautrinot | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Increased incentive payouts are directionally aligned with strong TSR and financial performance and annual equity awards are majority performance-conditioned on clearly disclosed multi-year goals. It is also positive that the CEO's one-time equity award carries an extended vesting period that increases its retention aspect, and the proxy includes detailed rationale disclosure regarding the award. Nonetheless, a quantitative pay-for-performance misalignment exists for the year in review and concerns are not sufficiently mitigated. The CEO's one-time equity award is entirely time-based, and it provides an additional pay opportunity that significantly exceeds the CEO's FY25 total pay and the peer CEO total pay median. The award's high quantum underscores concerns regarding its lack of performance-vesting criteria. There are additional concerns raised by the incentive pay determination process, which is ultimately discretionarily determined, and the proxy lacks key disclosures like category/per-metric weightings, quantified threshold, target, and maximum goals, and preset target payout opportunities. Recent disclosure changes to the pay framework appear to increase discretion and flexibility in determining total incentive pay. Lastly, NEOs', including the CEO, base salaries remain relatively high and the relative LTIP metric targets merely median performance.* | | | | |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 6 | Adopt Simple Majority Vote | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that a reduction in certain vote requirements would be beneficial for shareholders.* | | | | |
| 7 | Report Annually on Energy Supply Ratio | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR the resolution asking the company to disclose its energy supply ratio is warranted, as it would give shareholders increased information on how the bank is progressing on its goal to align its financing activities with a net zero by 2050 pathway.* | | | | |
| 8 | Report on Litigation Risks Associated with Financing High-Carbon Activities | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted because it could help shareholders better evaluate the company's management of litigation risks linked to financing high-carbon activities.* | | | | |

## Wells Fargo & Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Establish Board Committee on Indigenous Peoples' Rights | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.* | | | | |
| 10 | Report on the Risks of DEI Requirements for Vendors, Suppliers, and Contractors | SH | Against | Against | Against |

## Aberdeen Group Plc

**Meeting Date:** 04/29/2026 **Country:** United Kingdom **Ticker:** ABDN

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** G0152L102

**Shares Voted:** 8,285

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |
| 6 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed policy is warranted. The Company proposes to introduce a hybrid LTIP, with restricted shares at a 50% discount, and featuring a fixed 2-to-1 ratio of performance shares to restricted shares. The Company provides a rationale for its proposal, based on its individual circumstances and sector-wide factors. Investors usually expect the hybrid model to be used only where companies have a significant US footprint and/or compete for global talent. This point was made in the Investment Association's letter to remuneration committee chairs in November 2025. While the annual report does not specifically dwell on this point, the Company, on further engagement, has provided details on the extent to which it competes for talent in the global markets and the substantial portion of its investment business revenue that is generated outside the UK. The structure of the plan accords with market expectations, and a 50% discount is applied to offset the increased certainty represented by the restricted shares. At present, long-term awards are granted at 350% of salary but they may be granted to a maximum of 500% of salary, albeit with an associated reduction on bonus opportunity. While the Company would consult with shareholders before granting higher awards, the current restricted share of opportunity, at 87.5% of salary, is high in absolute terms for awards without performance conditions, semi-guaranteed in character, albeit subject to an underpin. While the Company has made a case as to why relative TSR comparators are difficult to select (given its limited and heterogeneous comparator group), this does not fully explain why other performance measures could not have been chosen, nor does it address why this renders a hybrid model appropriate. On further engagement, more detail on the deliberations around alternative performance metrics was supplied and this is re-produced in the analysis section of this resolution. While the Company's arguments, both those provided in the annual report and the context supplied during engagement, are noted, concerns remain. A concern is the removal of the relative TSR component, as this could be seen to fray shareholder alignment. This is especially the case because this part of the award has not regularly materialised in the past, including in the most recent award to vest. In addition, investors remain cautious about the hybrid model, as expressed in the IA letter of November 2025. In this case, the restricted shares opportunity, while discounted in line with IA guidance, remains substantial at 87.5% of salary, and there is headroom in the policy for further increase.* | | | | |

## Aberdeen Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Amendments to the Executive Long Term Incentive Plan | Mgmt | For | For | For |
| 8A | Re-elect Vivek Ahuja as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Jonathan Asquith, John Devine, Vivek Ahuja and Hannah Grove are warranted for lack of diversity on the board.* | | | | |
| 8B | Re-elect Jonathan Asquith as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Jonathan Asquith, John Devine, Vivek Ahuja and Hannah Grove are warranted for lack of diversity on the board.* | | | | |
| 8C | Re-elect Katie Bickerstaffe as Director | Mgmt | For | For | For |
| 8D | Re-elect John Devine as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Jonathan Asquith, John Devine, Vivek Ahuja and Hannah Grove are warranted for lack of diversity on the board.* | | | | |
| 8E | Re-elect Hannah Grove as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Jonathan Asquith, John Devine, Vivek Ahuja and Hannah Grove are warranted for lack of diversity on the board.* | | | | |
| 8F | Re-elect Cathleen Raffaeli as Director | Mgmt | For | For | For |
| 8G | Re-elect Jason Windsor as Director | Mgmt | For | For | For |
| 9 | Elect Siobhan Boylan as Director | Mgmt | For | For | For |
| 10 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 11 | Authorise Issue of Equity | Mgmt | For | For | For |
| 12 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 13 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity in Relation to the Issue of Convertible Bonds | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Convertible Bonds | Mgmt | For | For | For |
| 16 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Admiral Group Plc

**Meeting Date:** 04/29/2026 **Country:** United Kingdom **Ticker:** ADM

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** G0110T106

# Admiral Group Plc

**Shares Voted:** 6,115

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Michael Rogers as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Rogers, Andrew (Andy) Crossley, and William (Bill) Roberts is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5 | Re-elect Milena Mondini de Focatiis as Director | Mgmt | For | For | For |
| 6 | Re-elect Geraint Jones as Director | Mgmt | For | For | For |
| 7 | Elect Paola Bonomo as Director | Mgmt | For | For | For |
| 8 | Re-elect Evelyn Bourke as Director | Mgmt | For | For | For |
| 9 | Re-elect Michael Brierley as Director | Mgmt | For | For | For |
| 10 | Re-elect Andrew Crossley as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Rogers, Andrew (Andy) Crossley, and William (Bill) Roberts is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect Karen Green as Director | Mgmt | For | For | For |
| 12 | Re-elect Fiona Muldoon as Director | Mgmt | For | For | For |
| 13 | Re-elect Jayaprakasa Rangaswami as Director | Mgmt | For | For | For |
| 14 | Re-elect William Roberts as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Rogers, Andrew (Andy) Crossley, and William (Bill) Roberts is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 15 | Elect Carlos Selonke de Souza as Director | Mgmt | For | For | For |
| 16 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Admiral Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Ameriprise Financial, Inc.

**Meeting Date:** 04/29/2026 **Country:** USA **Ticker:** AMP

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 03076C106

**Shares Voted:** 1,623

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director James M. Cracchiolo | Mgmt | For | For | For |
| 1b | Elect Director Robert F. Sharpe, Jr. | Mgmt | For | For | For |
| 1c | Elect Director Dianne Neal Blixt | Mgmt | For | For | For |
| 1d | Elect Director Amy DiGeso | Mgmt | For | For | For |
| 1e | Elect Director Christopher J. Williams | Mgmt | For | For | For |
| 1f | Elect Director Glynis A. Bryan | Mgmt | For | For | For |
| 1g | Elect Director Liane J. Pelletier | Mgmt | For | For | For |
| 1h | Elect Director Brian T. Shea | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.*

## Anglo American Plc

**Meeting Date:** 04/29/2026 **Country:** United Kingdom **Ticker:** AAL

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** G03764142

# Anglo American Plc

**Shares Voted:** 4,387

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Re-elect Stuart Chambers as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Stuart Chambers, Ian Tyler, Ian Ashby, Marcelo De Almeida Bastos and Hilary Maxson are warranted for lack of diversity on the board.* | | | | |
| 4 | Re-elect Duncan Wanblad as Director | Mgmt | For | For | For |
| 5 | Re-elect John Heasley as Director | Mgmt | For | For | For |
| 6 | Re-elect Ian Tyler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Stuart Chambers, Ian Tyler, Ian Ashby, Marcelo De Almeida Bastos and Hilary Maxson are warranted for lack of diversity on the board.* | | | | |
| 7 | Re-elect Magali Anderson as Director | Mgmt | For | For | For |
| 8 | Re-elect Ian Ashby as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Stuart Chambers, Ian Tyler, Ian Ashby, Marcelo De Almeida Bastos and Hilary Maxson are warranted for lack of diversity on the board. A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Ian Ashby, is also warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 9 | Re-elect Marcelo Bastos as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Stuart Chambers, Ian Tyler, Ian Ashby, Marcelo De Almeida Bastos and Hilary Maxson are warranted for lack of diversity on the board.* | | | | |
| 10 | Re-elect Hilary Maxson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Stuart Chambers, Ian Tyler, Ian Ashby, Marcelo De Almeida Bastos and Hilary Maxson are warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect Nonkululeko Nyembezi as Director | Mgmt | For | For | For |
| 12 | Re-elect Anne Wade as Director | Mgmt | For | For | For |
| 13 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy | Mgmt | For | For | For |
| 16 | Approve Remuneration Report | Mgmt | For | For | For |
| 17 | Approve 2026-2028 Transition Plan | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Anglo American Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Anheuser-Busch InBev NV

**Meeting Date:** 04/29/2026 **Country:** Belgium **Ticker:** ABI

**Record Date:** 04/15/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** B639CJ108

**Shares Voted:** 2,335

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual and Extraordinary Shareholders' Meeting Agenda | Mgmt | | | |
| A.1 | Authorize Repurchase of Up to 20 Percent of Issued Share Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the authorization would allow Anheuser-Busch InBev to repurchase 20.00 percent of the outstanding share capital which is not in line with commonly used safeguards.* | | | | |
| A.2 | Change Date of Annual Meeting | Mgmt | For | For | For |
| B.3 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| B.4 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| B.5 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| B.6 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.00 per Share | Mgmt | For | For | For |
| B.7 | Approve Discharge of Directors | Mgmt | For | For | For |
| B.8 | Approve Discharge of Auditors | Mgmt | For | For | For |
| B9a | Acknowledge Resignation of Nitin Nohria as Director and Elect Fabrizio Freda as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Alejandro Santo Domingo Davila is warranted for lack of diversity on the board. A vote AGAINST the elections of the non-independent nominees is warranted because the board is lacking independence.* | | | | |

# Anheuser-Busch InBev NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| B.9.b | Acknowledge Resignation of Heloisa Sicupira as Director and Elect Miguel Patricio as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Alejandro Santo Domingo Davila is warranted for lack of diversity on the board. A vote AGAINST the elections of the non-independent nominees is warranted because the board is lacking independence.* | | | | |
| B.9.c | Acknowledge Resignation of Martin J. Barrington as Restricted Share Director and Elect William F. Gifford, Jr. as Restricted Share Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Alejandro Santo Domingo Davila is warranted for lack of diversity on the board. A vote AGAINST the elections of the non-independent nominees is warranted because the board is lacking independence.* | | | | |
| B.9.d | Acknowledge Resignation of Salvatore Mancuso as Restricted Share Director and Elect Jennifer Hunter as Restricted Share Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Alejandro Santo Domingo Davila is warranted for lack of diversity on the board. A vote AGAINST the elections of the non-independent nominees is warranted because the board is lacking independence.* | | | | |
| B.9.e | Reelect Alejandro Santo Domingo as Restricted Share Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Alejandro Santo Domingo Davila is warranted for lack of diversity on the board. A vote AGAINST the elections of the non-independent nominees is warranted because the board is lacking independence.* | | | | |
| B.10 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the majority of the LTI plans contain no (clear) performance objectives or disclosure thereof and; * The LTI plans do not have a clearly defined maximum award limit contrary to best practice * The remuneration policy can lead to pay for failure and an excessive pay package compared to that of peer group median. * The multitude of LTI plans increase the overall complexity of the remuneration policy not supporting a good understanding of the company's remuneration policy. Furthermore, we raise concerns as the policy allows for discretionary one-off awards, the derogation policy is too general of nature and the company did not provide responsiveness regarding significant shareholders' dissent for the 2022 AGM policy vote.* | | | | |
| B.11 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because: * The realized pay package of EUR 55.6 million raises concern and is considered excessive. The package is 7.1 times that of peer group median in 2025; * A lack of disclosure on the performance metrics and the subsequent targets, especially as part of the various LTI plans; * Absence of clearly disclosed (maximum) award levels under the various LTI plans and approx.. 27 percent of total 2025 LTI awards being RSUs and not subject to performance conditions; * The company awarded 634,072 RSUs (with performance based vesting over five years) and 132,098 non-performance based RSUs (five years vesting) to the CEO under the long-term Restricted Stock Unit 2025 plan, without providing any rationale for the grant with a total value of EUR 46 million (at grant); * In 2025, the non-executive directors real pay is substantially higher than that of Social Advisory Services peers and market practice; * The company did not provide any response regarding the dissent on remuneration report and policy (vote AGM 2025)* | | | | |
| C.12 | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |

## Aptiv Plc

**Meeting Date:** 04/29/2026 **Country:** Jersey **Ticker:** APTV
**Record Date:** 03/03/2026 **Meeting Type:** Annual
**Primary Security ID:** G3265R107

**Shares Voted:** 1,786

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Kevin P. Clark | Mgmt | For | For | For |
| 1b | Elect Director Håkan Agnevall | Mgmt | For | For | For |
| 1c | Elect Director Nancy E. Cooper | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Joseph L. (Jay) Hooley | Mgmt | For | For | For |
| 1e | Elect Director Vasumati P. (Vasu) Jakkal | Mgmt | For | For | For |
| 1f | Elect Director Merit E. Janow | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Sean O. Mahoney | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Paul M. Meister | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Robert K. (Kelly) Ortberg | Mgmt | For | For | For |
| 1j | Elect Director Colin J. Parris | Mgmt | For | For | For |
| 1k | Elect Director Ana G. Pinczuk | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Aryzta AG

**Meeting Date:** 04/29/2026 **Country:** Switzerland **Ticker:** ARYN
**Record Date:** **Meeting Type:** Annual
**Primary Security ID:** H0336C126

# Aryzta AG

**Shares Voted:** 192

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Sustainability Report | Mgmt | For | For | For |
| 1.3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 2 | Approve Treatment of Net Loss | Mgmt | For | For | For |
| 3 | Approve Discharge of Board of Directors | Mgmt | For | For | For |
| 4.1.1 | Reelect Urs Jordi as Director and Board Chair | Mgmt | For | For | For |
| 4.1.2 | Reelect Cornelia Gehrig as Director | Mgmt | For | For | For |
| 4.1.3 | Reelect Heiner Kamps as Director | Mgmt | For | For | For |
| 4.1.4 | Reelect Alejandro Legarda Zaragueta as Director | Mgmt | For | For | For |
| 4.1.5 | Elect Heike Sengstschmid as Director | Mgmt | For | For | For |
| 4.2.1 | Reappoint Cornelia Gehrig as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.2.2 | Reappoint Heiner Kamps as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.2.3 | Appoint Heike Sengstschmid as Member of the Compensation Committee | Mgmt | For | For | For |
| 4.3 | Ratify Ernst & Young AG as Auditors | Mgmt | For | For | For |
| 4.4 | Designate LANTER PARTNER as Independent Proxy | Mgmt | For | For | For |
| 5.1 | Approve Remuneration of Directors in the Amount of CHF 1.2 Million | Mgmt | For | For | For |
| 5.2 | Approve Remuneration of Executive Committee in the Amount of CHF 10 Million | Mgmt | For | For | For |
| 6 | Change Location of Registered Office/Headquarters to Cham, Switzerland | Mgmt | For | For | For |
| 7 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

# Bachem Holding AG

**Meeting Date:** 04/29/2026 **Country:** Switzerland **Ticker:** BANB

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H04002145

**Shares Voted:** 156

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There are inadequate ex-post disclosures provided to explain variable payouts. * Under the STI, the report does not disclose a maximum payout cap. * Under the LTI, a portion of awards are subject to time-based vesting and the performance target for the other portion of awards is not disclosed. * A portion of equity-based awards to the departing CEO were instead settled in cash due to his departure, which is not in line with better market practice. * Low support among free float shareholders on the prior vote is not addressed.* | | | | |
| 1.3 | Approve Sustainability Report | Mgmt | For | For | For |
| 2 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of CHF 0.45 per Share and CHF 0.45 per Share from Capital Contribution Reserves | Mgmt | For | For | For |
| 4.1 | Approve Remuneration of Directors in the Amount of CHF 750,000 | Mgmt | For | For | For |
| 4.2 | Approve Remuneration of Executive Committee in the Amount of CHF 3.4 Million | Mgmt | For | For | For |
| 5.1 | Reelect Kuno Sommer as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 - 5.6) Votes AGAINST the non-independent nominees: Kuno Sommer, Alex Faessler, Simone Wyss Fedele, Nicole Grogg Hoetzer, Steffen Lang, and Helma Wennemers are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Kuno Sommer and Simone Wyss Fedele, are further warranted because of the failure to establish a majority-independent audit committee. Compensation committee elections (Items 6.1 - 6.3) Votes AGAINST the non-independent nominees: Alex Faessler, Nicole Grogg Hoetzer, and Helma Wennemers are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.* | | | | |
| 5.2 | Reelect Nicole Hoetzer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 - 5.6) Votes AGAINST the non-independent nominees: Kuno Sommer, Alex Faessler, Simone Wyss Fedele, Nicole Grogg Hoetzer, Steffen Lang, and Helma Wennemers are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Kuno Sommer and Simone Wyss Fedele, are further warranted because of the failure to establish a majority-independent audit committee. Compensation committee elections (Items 6.1 - 6.3) Votes AGAINST the non-independent nominees: Alex Faessler, Nicole Grogg Hoetzer, and Helma Wennemers are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.* | | | | |

# Bachem Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.3 | Reelect Helma Wennemers as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 - 5.6) Votes AGAINST the non-independent nominees: Kuno Sommer, Alex Faessler, Simone Wyss Fedele, Nicole Grogg Hoetzer, Steffen Lang, and Helma Wennemers are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Kuno Sommer and Simone Wyss Fedele, are further warranted because of the failure to establish a majority-independent audit committee. Compensation committee elections (Items 6.1 - 6.3) Votes AGAINST the non-independent nominees: Alex Faessler, Nicole Grogg Hoetzer, and Helma Wennemers are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.* | | | | |
| 5.4 | Reelect Steffen Lang as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 - 5.6) Votes AGAINST the non-independent nominees: Kuno Sommer, Alex Faessler, Simone Wyss Fedele, Nicole Grogg Hoetzer, Steffen Lang, and Helma Wennemers are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Kuno Sommer and Simone Wyss Fedele, are further warranted because of the failure to establish a majority-independent audit committee. Compensation committee elections (Items 6.1 - 6.3) Votes AGAINST the non-independent nominees: Alex Faessler, Nicole Grogg Hoetzer, and Helma Wennemers are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.* | | | | |
| 5.5 | Reelect Alex Faessler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 - 5.6) Votes AGAINST the non-independent nominees: Kuno Sommer, Alex Faessler, Simone Wyss Fedele, Nicole Grogg Hoetzer, Steffen Lang, and Helma Wennemers are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Kuno Sommer and Simone Wyss Fedele, are further warranted because of the failure to establish a majority-independent audit committee. Compensation committee elections (Items 6.1 - 6.3) Votes AGAINST the non-independent nominees: Alex Faessler, Nicole Grogg Hoetzer, and Helma Wennemers are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.* | | | | |
| 5.6 | Reelect Simon Fedele as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 - 5.6) Votes AGAINST the non-independent nominees: Kuno Sommer, Alex Faessler, Simone Wyss Fedele, Nicole Grogg Hoetzer, Steffen Lang, and Helma Wennemers are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Kuno Sommer and Simone Wyss Fedele, are further warranted because of the failure to establish a majority-independent audit committee. Compensation committee elections (Items 6.1 - 6.3) Votes AGAINST the non-independent nominees: Alex Faessler, Nicole Grogg Hoetzer, and Helma Wennemers are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.* | | | | |
| 6.1 | Appoint Helma Wennemers as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 - 5.6) Votes AGAINST the non-independent nominees: Kuno Sommer, Alex Faessler, Simone Wyss Fedele, Nicole Grogg Hoetzer, Steffen Lang, and Helma Wennemers are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Kuno Sommer and Simone Wyss Fedele, are further warranted because of the failure to establish a majority-independent audit committee. Compensation committee elections (Items 6.1 - 6.3) Votes AGAINST the non-independent nominees: Alex Faessler, Nicole Grogg Hoetzer, and Helma Wennemers are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.* | | | | |
| 6.2 | Reappoint Nicole Hoetzer as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 - 5.6) Votes AGAINST the non-independent nominees: Kuno Sommer, Alex Faessler, Simone Wyss Fedele, Nicole Grogg Hoetzer, Steffen Lang, and Helma Wennemers are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Kuno Sommer and Simone Wyss Fedele, are further warranted because of the failure to establish a majority-independent audit committee. Compensation committee elections (Items 6.1 - 6.3) Votes AGAINST the non-independent nominees: Alex Faessler, Nicole Grogg Hoetzer, and Helma Wennemers are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.* | | | | |

## Bachem Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.3 | Reappoint Alex Faessler as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1 - 5.6) Votes AGAINST the non-independent nominees: Kuno Sommer, Alex Faessler, Simone Wyss Fedele, Nicole Grogg Hoetzer, Steffen Lang, and Helma Wennemers are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Kuno Sommer and Simone Wyss Fedele, are further warranted because of the failure to establish a majority-independent audit committee. Compensation committee elections (Items 6.1 - 6.3) Votes AGAINST the non-independent nominees: Alex Faessler, Nicole Grogg Hoetzer, and Helma Wennemers are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.* | | | | |
| 7 | Ratify Forvis Mazars SA as Auditors | Mgmt | For | For | For |
| 8 | Designate Paul Wiesli as Independent Proxy | Mgmt | For | For | For |
| 9 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Brembo NV

**Meeting Date:** 04/29/2026 **Country:** Italy **Ticker:** BRE

**Record Date:** 04/01/2026 **Meeting Type:** Annual

**Primary Security ID:** N1R19A100

**Shares Voted:** 1,123

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.1. | Discuss Annual Report and Sustainability Statement | Mgmt | | | |
| 2.2. | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the company keeps granting EUR 0.5 million non-performance-based bonus to CEO as an annual strategic retention bonus. This is not without noting that the overall level of disclosure on remuneration practices is aligned with market best practice and the quantum of the 2025 pay package does not raise particular concern.* | | | | |
| 2.3. | Adopt Financial Statements | Mgmt | For | For | For |
| 2.4. | Receive Explanation on Company's Dividend Policy | Mgmt | | | |
| 2.5. | Approve Allocation of Income | Mgmt | For | For | For |
| 3.1. | Approve Discharge of Executive Directors | Mgmt | For | For | For |
| 3.2. | Approve Discharge of Non-Executive Directors | Mgmt | For | For | For |

# Brembo NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.1. | Reelect Matteo Tiraboschi as Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the elections of nominees Matteo Tiraboschi and Cristina Bombassei is warranted as they are part of the founding family members of the company and related to Alberto Bombassei, the actual chairman emeritus of Brembo and the beneficiary of the unequal vote structure via the special voting shares owned by Nuova Fourb S.r.l (major shareholder). A vote FOR the remaining nominee(s) is warranted.* | | | | |
| 4.2. | Reelect Daniele Schillaci as Executive Director | Mgmt | For | For | For |
| 4.3. | Reelect Cristina Bombassei as Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the elections of nominees Matteo Tiraboschi and Cristina Bombassei is warranted as they are part of the founding family members of the company and related to Alberto Bombassei, the actual chairman emeritus of Brembo and the beneficiary of the unequal vote structure via the special voting shares owned by Nuova Fourb S.r.l (major shareholder). A vote FOR the remaining nominee(s) is warranted.* | | | | |
| 4.4. | Reelect Roberto Vavassori as Executive Director | Mgmt | For | For | For |
| 4.5. | Reelect Manuela Soffientini as Non-Executive Director | Mgmt | For | For | For |
| 4.6. | Reelect Elisabetta Magistretti as Non-Executive Director | Mgmt | For | For | For |
| 4.7. | Reelect Gianfelice Rocca as Non-Executive Director | Mgmt | For | For | For |
| 4.8. | Reelect Elizabeth Marie Robinson as Non-Executive Director | Mgmt | For | For | For |
| 4.9. | Reelect Umberto Nicodano as Non-Executive Director | Mgmt | For | For | For |
| 4.10. | Elect Alessandra Cozzani as Non-Executive Director | Mgmt | For | For | For |
| 4.11. | Elect Andrea Pirondini as Non-Executive Director | Mgmt | For | For | For |
| 5. | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because of: * The lack of overall disclosure of both the STIP and LTIP. * Derogation and discretionary powers of the board are too broad. * The termination payment in favor of the CEO is not in line with good market practice due to the inclusion of the maximum amount of the annual bonus and the provision of a minimum payable amount equaling to EUR 3.6 million. * The implementation of a mid-term incentive plan for which two metrics are not disclosed would entitle the CEO to a EUR 400,000 cash bonus in 2028, where the existing CEO's pay package is not uncompetitive and is x1.25 the median of Social Advisory Services selected peers value. Moreover, such one-off cash bonus is not in line with best market practices.* | | | | |
| 6. | Amend Articles of Association | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the company did not provide a compelling rationale for the amendments to the articles of association concerning the potential replacement of the chairperson at the AGM or how it planned to ensure shareholders' rights.* | | | | |
| 7. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 8. | Close Meeting | Mgmt | | | |

## Carlisle Companies Incorporated

**Meeting Date:** 04/29/2026 **Country:** USA **Ticker:** CSL
**Record Date:** 03/04/2026 **Meeting Type:** Annual
**Primary Security ID:** 142339100

**Shares Voted:** 1,187

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Sheryl D. Palmer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Jesse G. Singh | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains a modified single-trigger provision in change-in-control agreements.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Castellum AB

**Meeting Date:** 04/29/2026 **Country:** Sweden **Ticker:** CAST
**Record Date:** 04/21/2026 **Meeting Type:** Annual
**Primary Security ID:** W2084X107

**Shares Voted:** 2,119

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting; Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 3 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6a | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 6b | Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management; Receive Board Chair and CEO's Report | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

## Castellum AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 9a | Approve Discharge of Ralf Spann | Mgmt | For | For | For |
| 9b | Approve Discharge of Anna-Karin Celsing | Mgmt | For | For | For |
| 9c | Approve Discharge of Henrik Kall | Mgmt | For | For | For |
| 9d | Approve Discharge of Marita Loft | Mgmt | For | For | For |
| 9e | Approve Discharge of Leif Norburg | Mgmt | For | For | For |
| 9f | Approve Discharge of Knut Rost | Mgmt | For | For | For |
| 9g | Approve Discharge of Stefan Wallander | Mgmt | For | For | For |
| 9h | Approve Discharge of Ann-Louise Lokholm Klasson | Mgmt | For | For | For |
| 9i | Approve Discharge of Louise Richnau | Mgmt | For | For | For |
| 9j | Approve Discharge of Pal Ahlsen | Mgmt | For | For | For |
| 9k | Approve Discharge of Stefan Rank | Mgmt | For | For | For |
| 9l | Approve Discharge of Per Berggren | Mgmt | For | For | For |
| 9m | Approve Discharge of CEO Pal Ahlsen | Mgmt | For | For | For |
| 9n | Approve Discharge of CEO Joacim Sjoberg | Mgmt | For | For | For |
| 10 | Receive Nominating Committee's Report | Mgmt | | | |
| 11A | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 11B | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 12A | Approve Remuneration of Directors in the Amount of SEK 1.35 Million for Chair and SEK 480,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 12B | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 13a | Reelect Ralf Spann as Director | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST incumbent director nominees Anna-Karin Eliasson Celsing and Henrik Kall, and nominee Ralf Spann is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.*

## Castellum AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13b | Reelect Anna-Karin Celsing as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Anna-Karin Eliasson Celsing and Henrik Kall, and nominee Ralf Spann is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 13c | Reelect Henrik Kall as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Anna-Karin Eliasson Celsing and Henrik Kall, and nominee Ralf Spann is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 13d | Reelect Marita Loft as Director | Mgmt | For | For | For |
| 13e | Reelect Leif Norburg as Director | Mgmt | For | For | For |
| 13f | Reelect Knut Rost as Director | Mgmt | For | For | For |
| 13g | Reelect Stefan Wallander as Director | Mgmt | For | For | For |
| 14 | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 15 | Approve Nomination Committee Procedures | Mgmt | For | For | For |
| 16 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to continued sub-par disclosure of the short-term incentive plan and the decision to deviate from the remuneration policy to grant an increased severance payment without adequate justification.* | | | | |
| 17 | Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights | Mgmt | For | For | For |
| 18 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 19 | Approve SEK 7.5 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue | Mgmt | For | For | For |
| 20 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 21 | Close Meeting | Mgmt | | | |

## Chemical Works of Gedeon Richter Plc

**Meeting Date:** 04/29/2026 **Country:** Hungary **Ticker:** RICHT

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** X3124S107

# Chemical Works of Gedeon Richter Plc

**Shares Voted:** 9,385

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Procedural Items | Mgmt | | | |
| 1 | Approve Use of Electronic Vote Collection Method | Mgmt | For | For | For |
| 2 | Authorize Company to Produce Sound Recording of Meeting Proceedings | Mgmt | For | For | For |
| 3 | Elect Meeting Chair and Other Meeting Officials | Mgmt | For | For | For |
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Approve Management Board's Report on Company's Operations and Sustainability Report | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4 | Approve Discharge of Management Board | Mgmt | For | For | For |
| 5 | Approve Company's Corporate Governance Statement | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * The long-term incentive plan under the current applicable remuneration policy is based on the performance period and vesting period of two years, which is below the recommended thresholds of at least three years; * The targets for performance conditions as per employee participation plan 2025-2026 are not disclosed. Full disclosure of targets and performance against them will be included in the 2026 remuneration report; and * Exit terms for Istvan Hamecz are not clearly disclosed.* | | | | |
| 7 | Approve Remuneration Policy | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of HUF 656 per Share | Mgmt | For | For | For |
| 9 | Authorize Management Board to Approve Investment and Financing Decisions Aligned with Company's Strategy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because shareholders would be unable to assess the terms of the transactions (e.g., valuation, market impact, or strategic rationale) or the related financial obligations prior to their conclusion.* | | | | |
| 10.1 | Amend Bylaws Re: General Meeting | Mgmt | For | For | For |
| 10.2 | Amend Bylaws Re: Management Board | Mgmt | For | For | For |

## Chemical Works of Gedeon Richter Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Receive Report on Share Repurchase Program; Authorize Share Repurchase Program | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because this share buyback authorization is approved for the purpose of share-based incentive plans, while: * Some of the plans under the scope of the currently implemented remuneration policy 2025-2028 allow for vesting period of the instruments to be shorter than three years; and * The performance period and for long-term incentive plan under the scope of remuneration policy 2025-2028 is less than three years.* | | | | |
| 12.1 | Elect Gabriella Balogh as Management Board Member | Mgmt | For | For | For |
| 12.2 | Elect Laszlone Nemeth as Management Board Member | Mgmt | For | For | For |
| 12.3 | Elect Balazs Szepesi as Management Board Member | Mgmt | For | For | For |
| 12.4 | Elect Peter Cserhati as Management Board Member | Mgmt | For | For | For |
| 13 | Approve Remuneration of Management Board, Supervisory Board, and Audit Committee Members | Mgmt | For | For | For |
| 14.1 | Ratify Deloitte Auditing and Consulting Ltd. as Auditor | Mgmt | For | For | For |
| 14.2 | Approve Auditor's Remuneration | Mgmt | For | For | For |
| 15.1 | Appoint Deloitte Auditing and Consulting Ltd.as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 15.2 | Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 16 | Transact Other Business | Mgmt | | | |

## China Longyuan Power Group Corporation Limited

**Meeting Date:** 04/29/2026 **Country:** China **Ticker:** 916
**Record Date:** 04/23/2026 **Meeting Type:** Annual
**Primary Security ID:** Y1501T101

**Shares Voted:** 313,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Profit Distribution Plan | Mgmt | For | For | For |
| 3 | Approve Remuneration Plan for Directors | Mgmt | For | For | For |

## China Longyuan Power Group Corporation Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve Grant of General Mandate to the Board of Directors to Apply for Registration and Issuance of Debt Financing Instruments in the PRC | Mgmt | For | For | For |
| 5 | Approve Grant of General Mandate to the Board of Directors to Apply for Registration and Issuance of Debt Financing Instruments Overseas | Mgmt | For | For | For |
| 6 | Approve Grant of General Mandate to the Board of Directors to Issue Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: - The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 7 | Approve Grant of General Mandate to the Board of Directors to Repurchase H Shares | Mgmt | For | For | For |

## China Longyuan Power Group Corporation Limited

**Meeting Date:** 04/29/2026 **Country:** China **Ticker:** 916
**Record Date:** 04/23/2026 **Meeting Type:** Special
**Primary Security ID:** Y1501T101

**Shares Voted:** 313,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | CLASS MEETING FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Grant of General Mandate to the Board of Directors to Repurchase H Shares | Mgmt | For | For | For |

## Cognex Corporation

**Meeting Date:** 04/29/2026 **Country:** USA **Ticker:** CGNX
**Record Date:** 02/27/2026 **Meeting Type:** Annual
**Primary Security ID:** 192422103

**Shares Voted:** 835

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Matthew Moschner | Mgmt | For | For | For |

## Cognex Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Angelos Papadimitriou | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Christopher Donato | Mgmt | For | For | For |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Credito Emiliano SpA

**Meeting Date:** 04/29/2026 **Country:** Italy **Ticker:** CE
**Record Date:** 04/20/2026 **Meeting Type:** Annual
**Primary Security ID:** T3243Z136

**Shares Voted:** 719

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements, Statutory Reports, and Allocation of Income | Mgmt | For | For | For |
| 2 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 3 | Adjust Remuneration of External Auditors for 2026-2031 | Mgmt | For | For | For |
| 4a | Approve Remuneration Policy | Mgmt | For | For | For |
| 4b | Approve Severance Payments Policy | Mgmt | For | For | For |
| 4c | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST due to the insufficient retrospective disclosure on variable remuneration.* | | | | |
| 4d | Approve Share-Based Incentive Plan | Mgmt | For | For | For |

## DiaSorin SpA

**Meeting Date:** 04/29/2026 **Country:** Italy **Ticker:** DIA
**Record Date:** 04/20/2026 **Meeting Type:** Annual
**Primary Security ID:** T3475Y104

## DiaSorin SpA

**Shares Voted:** 105

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Allocation of Income and Dividend Distribution | Mgmt | For | For | For |
| 2.1 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: * Termination payments can be in excess of 24 months' pay. * The remuneration committee is composed exclusively of non-independent directors. * The board maintains excessively broad derogation powers.* | | | | |
| 2.2 | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants an AGAINST vote because the increase in executive directors' base salaries, together with the grant of additional amounts classified as "other compensation" that lack sufficient disclosure, has resulted in an increase of approximately 20 percent in non-performance-based remuneration for both directors. This increase appears misaligned with the company's share price performance, which has significantly declined over the past year.* | | | | |
| 3 | Approve Stock Option Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Individual award limits are not disclosed. * The plan does not include any performance conditions. * The plan allows for full accelerated vesting in case of launch of a takeover bid or change of control.* | | | | |

## Elementis Plc

**Meeting Date:** 04/29/2026 **Country:** United Kingdom **Ticker:** ELM

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** G2996U108

**Shares Voted:** 5,777

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Elect Mike Humphrey as Director | Mgmt | For | For | For |
| 5 | Elect Kath Kearney-Croft as Director | Mgmt | For | For | For |
| 6 | Re-elect Maria Ciliberti as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Maria Ciliberti, Christopher Mills, Trudy Schoolenberg, Christine Soden, and Clement Woon are warranted for lack of diversity on the board.* | | | | |

# Elementis Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Re-elect Christopher Mills as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Maria Ciliberti, Christopher Mills, Trudy Schoolenberg, Christine Soden, and Clement Woon are warranted for lack of diversity on the board. A vote AGAINST the election of Christopher Mills is further warranted because apart from his role as a NED of the Company, he also serves in various roles at eight other publicly listed companies. These other roles represent significant time commitments, which could compromise his ability to commit sufficient time to his role at the Company.* | | | | |
| 8 | Re-elect Luc van Ravenstein as Director | Mgmt | For | For | For |
| 9 | Re-elect Trudy Schoolenberg as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Maria Ciliberti, Christopher Mills, Trudy Schoolenberg, Christine Soden, and Clement Woon are warranted for lack of diversity on the board.* | | | | |
| 10 | Re-elect Christine Soden as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Maria Ciliberti, Christopher Mills, Trudy Schoolenberg, Christine Soden, and Clement Woon are warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect Clement Woon as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Maria Ciliberti, Christopher Mills, Trudy Schoolenberg, Christine Soden, and Clement Woon are warranted for lack of diversity on the board.* | | | | |
| 12 | Appoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Approve Matters Relating to the Relevant Distributions | Mgmt | None | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted although it is not without concern for shareholders: - The Company inadvertently breached the UK Companies Act when paying the Relevant Dividends. This is a matter of inherent concern. The main reasons for support are: - The resolution will rectify the potential legal issues arising from the breach of the Act; and - There is no obvious benefit to shareholders in this resolution being defeated.* | | | | |

# Entain Plc

**Meeting Date:** 04/29/2026 **Country:** Isle of Man **Ticker:** ENT

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** G3167C109

**Shares Voted:** 3,139

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Directors' Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Directors' Remuneration Policy | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Authorise the Audit & Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 6 | Re-elect Pierre Bouchut as Director | Mgmt | For | For | For |
| 7 | Re-elect Stella David as Director | Mgmt | For | For | For |
| 8 | Re-elect Amanda Brown as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Amanda Brown, Virginia McDowell, Ricky Sandler and Rahul Welde is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Virginia McDowell as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Amanda Brown, Virginia McDowell, Ricky Sandler and Rahul Welde is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Ricky Sandler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Amanda Brown, Virginia McDowell, Ricky Sandler and Rahul Welde is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect David Satz as Director | Mgmt | For | For | For |
| 12 | Re-elect Rahul Welde as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Amanda Brown, Virginia McDowell, Ricky Sandler and Rahul Welde is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Re-elect Helen Ashton as Director | Mgmt | For | For | For |
| 14 | Elect Michael Goldberg as Director | Mgmt | For | For | For |
| 15 | Elect Edmond Mesrobian as Director | Mgmt | For | For | For |
| 16 | Elect Michael Snape as Director | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |

## Entain Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Adopt New Articles of Association | Mgmt | For | For | For |

## Europris ASA

**Meeting Date:** 04/29/2026 **Country:** Norway **Ticker:** EPR

**Record Date:** 04/22/2026 **Meeting Type:** Annual

**Primary Security ID:** R2R97J126

**Shares Voted:** 1,404

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Registration of Attending Shareholders and Proxies | Mgmt | | | |
| 3 | Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 5 | Presentation of the Company's Operations | Mgmt | | | |
| 6 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 7 | Approve Dividends of NOK 3.75 Per Share | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the performance and vesting periods for the long-term cash bonus are considered insufficient.* | | | | |
| 9 | Approve Remuneration Statement | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the duration of the short-term incentive performance period is considered insufficient.* | | | | |
| 10 | Approve Remuneration of Auditors | Mgmt | For | For | For |

## Europris ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Approve Remuneration of Directors in the Amount of NOK 765,000 for Chair and NOK 410,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 12a | Elect Per Arthur Sorlie (Chair) as New Director | Mgmt | For | For | For |
| 12b | Reelect Hege Bomark as Director | Mgmt | For | For | For |
| 12c | Reelect Pal Wibe as Director | Mgmt | For | For | For |
| 12d | Reelect Martin Klafstad as Director | Mgmt | For | For | For |
| 12e | Reelect Susanne Holmstrom as Director | Mgmt | For | For | For |
| 12f | Reelect Ros-Marie Grusen as Director | Mgmt | For | For | For |
| 12g | Elect Terje Andersen as New Director | Mgmt | For | For | For |
| 13a1 | Elect Alf Inge Gjerde as Member of Nominating Committee | Mgmt | For | For | For |
| 13a2 | Elect Inger Johanne Solhaug as Member of Nominating Committee | Mgmt | For | For | For |
| 13a3 | Elect Tine Fossland as Member of Nominating Committee | Mgmt | For | For | For |
| 13b | Approve Remuneration of Nominating Committee | Mgmt | For | For | For |
| 14.1 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 14.2 | Approve Equity Plan Financing | Mgmt | For | For | For |
| 15 | Approve Creation of NOK 16.7 Million Pool of Capital without Preemptive Rights | Mgmt | For | For | For |

## FinecoBank SpA

**Meeting Date:** 04/29/2026 **Country:** Italy **Ticker:** FBK
**Record Date:** 04/20/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** T4R999104

**Shares Voted:** 24,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |

# FinecoBank SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income | Mgmt | For | For | For |
| 3 | Approve Elimination of Negative Reserves | Mgmt | For | For | For |
| 4 | Fix Number of Directors | Mgmt | For | For | For |
| 5 | Fix Board Terms for Directors | Mgmt | For | For | For |
| | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 6.1 | Slate 1 Submitted by Board of Directors | Mgmt | For | For | For |
| 6.2 | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST this slate because the board-presented slate is the result of a sufficiently well-structured and transparent process, and its candidates possess solid professional backgrounds and track records. Moreover, all candidates, except the CEO, are independent. No material concerns have been noticed. Institutional investors that contributed to the presentation of Slate 2 through Assogestioni may want to make sure that they support the slate proposed under this item in order to prevent possible allegation of links with the slate submitted by the board.* | | | | |
| | IN THE EVENT THAT THE LIST SUBMITTED BY THE BOARD OF DIRECTORS OBTAINS THE HIGHEST NUMBER OF VOTES (INDIVIDUAL VOTING ON EACH CANDIDATE OF THE LIST SUBMITTED BY THE BOARD OF DIRECTORS) | Mgmt | | | |
| 6.1a | Elect Francesco Saita as Director | Mgmt | For | For | For |
| 6.1b | Elect Alessandro Foti as Director | Mgmt | For | For | For |
| 6.1c | Elect Maria Alessandra Zunino de Pignier as Director | Mgmt | For | For | For |
| 6.1d | Elect Giancarla Branda as Director | Mgmt | For | For | For |
| 6.1e | Elect Maria Lucia Candida as Director | Mgmt | For | For | For |
| 6.1f | Elect Fabio De Ferrari as Director | Mgmt | For | For | For |
| 6.1g | Elect Silvia Merlo as Director | Mgmt | For | For | For |
| 6.1h | Elect Alessandra Antonelli as Director | Mgmt | For | For | For |
| 6.1i | Elect Mauro Baragiola as Director | Mgmt | For | For | For |
| 6.1j | Elect Matteo Bruno Renzulli as Director | Mgmt | For | For | For |

# FinecoBank SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.1k | Elect Stefano Blotto as Director | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Vote FOR the election of the CEO (Item 6.1b), thereby ensuring appropriate continuity in the absence of material concerns. Consistent with the company's proposed ranking and in the absence of any material concerns, vote FOR the first nine independent candidates (Items 6.1a and 6.1c-6.1j) included in the slate presented by the board of directors. These candidates comprise all of the incumbent independent nominees on the list. Vote AGAINST the remaining seven candidates (Items 6.1k-6.1q), based on the company's own ranking, which is considered, in this case, a reasonable proxy for optimal board composition. This recommendation should not be construed as a negative assessment of the nominees' professionalism, qualifications, or individual merit.* | | | | |
| 6.1l | Elect Giuseppe Pisani as Director | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Vote FOR the election of the CEO (Item 6.1b), thereby ensuring appropriate continuity in the absence of material concerns. Consistent with the company's proposed ranking and in the absence of any material concerns, vote FOR the first nine independent candidates (Items 6.1a and 6.1c-6.1j) included in the slate presented by the board of directors. These candidates comprise all of the incumbent independent nominees on the list. Vote AGAINST the remaining seven candidates (Items 6.1k-6.1q), based on the company's own ranking, which is considered, in this case, a reasonable proxy for optimal board composition. This recommendation should not be construed as a negative assessment of the nominees' professionalism, qualifications, or individual merit.* | | | | |
| 6.1m | Elect Gabriella Scapicchio as Director | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Vote FOR the election of the CEO (Item 6.1b), thereby ensuring appropriate continuity in the absence of material concerns. Consistent with the company's proposed ranking and in the absence of any material concerns, vote FOR the first nine independent candidates (Items 6.1a and 6.1c-6.1j) included in the slate presented by the board of directors. These candidates comprise all of the incumbent independent nominees on the list. Vote AGAINST the remaining seven candidates (Items 6.1k-6.1q), based on the company's own ranking, which is considered, in this case, a reasonable proxy for optimal board composition. This recommendation should not be construed as a negative assessment of the nominees' professionalism, qualifications, or individual merit.* | | | | |
| 6.1n | Elect Francesco Signoretti as Director | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Vote FOR the election of the CEO (Item 6.1b), thereby ensuring appropriate continuity in the absence of material concerns. Consistent with the company's proposed ranking and in the absence of any material concerns, vote FOR the first nine independent candidates (Items 6.1a and 6.1c-6.1j) included in the slate presented by the board of directors. These candidates comprise all of the incumbent independent nominees on the list. Vote AGAINST the remaining seven candidates (Items 6.1k-6.1q), based on the company's own ranking, which is considered, in this case, a reasonable proxy for optimal board composition. This recommendation should not be construed as a negative assessment of the nominees' professionalism, qualifications, or individual merit.* | | | | |
| 6.1o | Elect Maria Giovanna Calloni as Director | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Vote FOR the election of the CEO (Item 6.1b), thereby ensuring appropriate continuity in the absence of material concerns. Consistent with the company's proposed ranking and in the absence of any material concerns, vote FOR the first nine independent candidates (Items 6.1a and 6.1c-6.1j) included in the slate presented by the board of directors. These candidates comprise all of the incumbent independent nominees on the list. Vote AGAINST the remaining seven candidates (Items 6.1k-6.1q), based on the company's own ranking, which is considered, in this case, a reasonable proxy for optimal board composition. This recommendation should not be construed as a negative assessment of the nominees' professionalism, qualifications, or individual merit.* | | | | |
| 6.1p | Elect Alberto Marone as Director | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Vote FOR the election of the CEO (Item 6.1b), thereby ensuring appropriate continuity in the absence of material concerns. Consistent with the company's proposed ranking and in the absence of any material concerns, vote FOR the first nine independent candidates (Items 6.1a and 6.1c-6.1j) included in the slate presented by the board of directors. These candidates comprise all of the incumbent independent nominees on the list. Vote AGAINST the remaining seven candidates (Items 6.1k-6.1q), based on the company's own ranking, which is considered, in this case, a reasonable proxy for optimal board composition. This recommendation should not be construed as a negative assessment of the nominees' professionalism, qualifications, or individual merit.* | | | | |

# FinecoBank SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.1q | Elect Micaela Cristina Capelli as Director | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Vote FOR the election of the CEO (Item 6.1b), thereby ensuring appropriate continuity in the absence of material concerns. Consistent with the company's proposed ranking and in the absence of any material concerns, vote FOR the first nine independent candidates (Items 6.1a and 6.1c-6.1j) included in the slate presented by the board of directors. These candidates comprise all of the incumbent independent nominees on the list. Vote AGAINST the remaining seven candidates (Items 6.1k-6.1q), based on the company's own ranking, which is considered, in this case, a reasonable proxy for optimal board composition. This recommendation should not be construed as a negative assessment of the nominees' professionalism, qualifications, or individual merit.* | | | | |
| 7 | Approve Remuneration of Directors | Mgmt | For | For | For |
| | Appoint Internal Statutory Auditors (Slate Election) | Mgmt | | | |
| 8 | Slate 1 Submitted by Institutional Investors (Assogestioni) | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR as the name of the proposed nominees has been disclosed, and no concern has been identified.* | | | | |
| | Shareholder Proposal Submitted by Institutional Investors (Assogestioni) | Mgmt | | | |
| 9 | Approve Internal Auditors' Remuneration | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the proposed remuneration has been disclosed, and no concerns have been noticed.* | | | | |
| | Management Proposals | Mgmt | | | |
| 10 | Approve Remuneration Policy | Mgmt | For | For | For |
| 11 | Approve Second Section of the Remuneration Report | Mgmt | For | For | For |
| 12 | Approve 2026 Incentive System for Employees | Mgmt | For | For | For |
| 13 | Approve 2026 Incentive System for Personal Financial Advisors | Mgmt | For | For | For |
| 14 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plan | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 1 | Amend Company Bylaws Re: Articles 15 and 17 | Mgmt | For | For | For |
| 2 | Authorize Board to Increase Capital to Service 2021-2023 Long Term Incentive Plan | Mgmt | For | For | For |
| 3 | Authorize Board to Increase Capital to Service 2025 Incentive System | Mgmt | For | For | For |

# Glanbia Plc

**Meeting Date:** 04/29/2026 **Country:** Ireland **Ticker:** GL9
**Record Date:** 04/25/2026 **Meeting Type:** Annual
**Primary Security ID:** G39021103

**Shares Voted:** 936

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3a | Re-elect Paul Duffy as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Paul Duffy, Roisin Brennan, Senan Murphy, and Kimberly (Kim) Underhill is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3b | Re-elect Hugh McGuire as Director | Mgmt | For | For | For |
| 3c | Re-elect Mark Garvey as Director | Mgmt | For | For | For |
| 3d | Re-elect Roisin Brennan as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Paul Duffy, Roisin Brennan, Senan Murphy, and Kimberly (Kim) Underhill is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3e | Elect William Carroll as Director | Mgmt | For | For | For |
| 3f | Re-elect Ilona Haaijer as Director | Mgmt | For | For | For |
| 3g | Re-elect Jane Lodge as Director | Mgmt | For | For | For |
| 3h | Re-elect John G Murphy as Director | Mgmt | For | For | For |
| 3i | Elect Senan Murphy as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Paul Duffy, Roisin Brennan, Senan Murphy, and Kimberly (Kim) Underhill is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3j | Re-elect Gabriella Parisse as Director | Mgmt | For | For | For |
| 3k | Re-elect Kimberly Underhill as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Paul Duffy, Roisin Brennan, Senan Murphy, and Kimberly (Kim) Underhill is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4 | Ratify EY as Auditors | Mgmt | For | For | For |
| 5 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Glanbia Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Authorise Issue of Equity | Mgmt | For | For | For |
| 9 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 10 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 11 | Authorise Market Purchase of Shares | Mgmt | For | For | For |
| 12 | Determine Price Range for Reissuance of Treasury Shares | Mgmt | For | For | For |
| 13 | Authorise Off-Market Purchase of Shares from Tirlan Co-Operative Society Limited | Mgmt | For | For | For |

## Haleon Plc

**Meeting Date:** 04/29/2026 **Country:** United Kingdom **Ticker:** HLN

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** G4232K100

**Shares Voted:** 81,033

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Vindi Banga as Director | Mgmt | For | For | For |
| 6 | Re-elect Brian McNamara as Director | Mgmt | For | For | For |
| 7 | Re-elect Dawn Allen as Director | Mgmt | For | For | For |
| 8 | Re-elect Alan Stewart as Director | Mgmt | For | For | For |
| 9 | Re-elect Nancy Avila as Director | Mgmt | For | For | For |
| 10 | Re-elect Marie-Anne Aymerich as Director | Mgmt | For | For | For |
| 11 | Re-elect Blathnaid Bergin as Director | Mgmt | For | For | For |
| 12 | Re-elect Tracy Clarke as Director | Mgmt | For | For | For |
| 13 | Re-elect Dame Vivienne Cox as Director | Mgmt | For | For | For |

## Haleon Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Re-elect Asmita Dubey as Director | Mgmt | For | For | For |
| 15 | Elect Matthew Shattock as Director | Mgmt | For | For | For |
| 16 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Audit & Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 23 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Hong Kong Exchanges and Clearing Limited

**Meeting Date:** 04/29/2026 **Country:** Hong Kong **Ticker:** 388

**Record Date:** 04/23/2026 **Meeting Type:** Annual

**Primary Security ID:** Y3506N139

**Shares Voted:** 11,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2a | Elect Kwok Pui Fong, Miranda as Director | Mgmt | For | For | For |
| 2b | Elect Gordon Robert Halyburton Orr as Director | Mgmt | For | For | For |
| 3 | Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 4 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 5 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | For | For |

## Hong Kong Exchanges and Clearing Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6a | Approve Remuneration to HKEX's Chairman and Other Non-Executive Directors for 2026/2027 or After | Mgmt | For | For | For |
| 6b | Approve Remuneration to the Chairman and Each of the Other Members of the Committees for 2026/2027 or After | Mgmt | For | For | For |

## Huhtamaki Oyj

**Meeting Date:** 04/29/2026 **Country:** Finland **Ticker:** HUH1V

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** X33752100

**Shares Voted:** 716

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports; Receive CEO's Review | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 1.14 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of EUR 180,000 for Chair, EUR 84,000 for Vice Chair and EUR 69,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Nine | Mgmt | For | For | For |

## Huhtamaki Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Reelect Mercedes Alonso, Robert K. Beckler, Essimari Kairisto, Anja Korhonen, Johann Christoph Michalski, Kerttu Tuomas (Vice Chair) and Pekka Vauramo (Chair) as Directors; Elect Suryakant Pandey and Johanna Soderstrom as New Directors | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditor | Mgmt | For | For | For |
| 15 | Ratify KPMG as Auditor | Mgmt | For | For | For |
| 16 | Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 17 | Appoint KPMG as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 18 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 19 | Approve Issuance of up to 10 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| 20 | Close Meeting | Mgmt | | | |

## Koninklijke Heijmans NV

**Meeting Date:** 04/29/2026 **Country:** Netherlands **Ticker:** HEIJM

**Record Date:** 04/01/2026 **Meeting Type:** Annual

**Primary Security ID:** N3928R264

**Shares Voted:** 178

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2. | Receive Announcements (non-voting) | Mgmt | | | |
| 3.a. | Receive Report of Executive Board (Non-Voting) | Mgmt | | | |
| 3.b. | Discussion on Company's Corporate Governance Structure | Mgmt | | | |
| 3.c. | Receive Report of Supervisory Board (Non-Voting) | Mgmt | | | |
| 3.d. | Approve Remuneration Report | Mgmt | For | For | For |
| 4.a. | Adopt Financial Statements | Mgmt | For | For | For |

## Koninklijke Heijmans NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.b. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 4.c. | Approve Dividends | Mgmt | For | For | For |
| 4.d. | Approve Discharge of Executive Board | Mgmt | For | For | For |
| 4.e. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 5.a. | Ratify KPMG Accountants N.V. as Auditors | Mgmt | For | For | For |
| 5.b. | Reappoint KPMG as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 6. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 7.a. | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights | Mgmt | For | For | For |
| 7.b. | Grant Board Authority to Issue Shares Up to 20 Percent of Issued Capital and Restrict/Exclude Preemptive Rights In Relation to a Rights Issue | Mgmt | For | For | For |
| 8 | Close Meeting | Mgmt | | | |

## Lancashire Holdings Ltd.

**Meeting Date:** 04/29/2026 **Country:** Bermuda **Ticker:** LRE

**Record Date:** 04/22/2026 **Meeting Type:** Annual

**Primary Security ID:** G5361W104

**Shares Voted:** 1,547

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Policy | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Philip Broadley as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Philip Broadley, Irene McDermott Brown, Bryan Joseph and Sally Williams is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6 | Re-elect Bob Cox as Director | Mgmt | For | For | For |

## Lancashire Holdings Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Re-elect Paul Gregory as Director | Mgmt | For | For | For |
| 8 | Re-elect Jack Gressier as Director | Mgmt | For | For | For |
| 9 | Re-elect Bryan Joseph as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Philip Broadley, Irene McDermott Brown, Bryan Joseph and Sally Williams is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Natalie Kershaw as Director | Mgmt | For | For | For |
| 11 | Re-elect Alex Maloney as Director | Mgmt | For | For | For |
| 12 | Re-elect Irene McDermott Brown as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Philip Broadley, Irene McDermott Brown, Bryan Joseph and Sally Williams is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Re-elect Nathalie Rachou as Director | Mgmt | For | For | For |
| 14 | Re-elect Linda Ventresca as Director | Mgmt | For | For | For |
| 15 | Re-elect Sally Williams as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Philip Broadley, Irene McDermott Brown, Bryan Joseph and Sally Williams is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 16 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Approve Restricted Share Scheme | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Common Shares | Mgmt | For | For | For |

## Medicover AB

**Meeting Date:** 04/29/2026 **Country:** Sweden **Ticker:** MCOV.B

**Record Date:** 04/21/2026 **Meeting Type:** Annual

**Primary Security ID:** W56135101

# Medicover AB

**Shares Voted:** 490

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive CEO's Report | Mgmt | | | |
| 8 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 9 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 10 | Approve Allocation of Income and Dividends of EUR 0.20 Per Share | Mgmt | For | For | For |
| 11 | Approve Remuneration Report | Mgmt | For | For | For |
| 12a | Approve Discharge of Peder af Jochnick | Mgmt | For | For | For |
| 12b | Approve Discharge of Anne Berner | Mgmt | For | For | For |
| 12c | Approve Discharge of Arno Bohn | Mgmt | For | For | For |
| 12d | Approve Discharge of Sonali Chandmal | Mgmt | For | For | For |
| 12e | Approve Discharge of Michael Flemming | Mgmt | For | For | For |
| 12f | Approve Discharge of Margareta Nordenvall | Mgmt | For | For | For |
| 12g | Approve Discharge of Claudia Olsson | Mgmt | For | For | For |
| 12h | Approve Discharge of Fredrik Ragmark | Mgmt | For | For | For |
| 12i | Approve Discharge of CEO Fredrik Ragmark | Mgmt | For | For | For |
| 12j | Approve Discharge of Azita Shariati | Mgmt | For | For | For |
| 12k | Approve Discharge of Fredrik Stenmo | Mgmt | For | For | For |
| 12l | Approve Discharge of CEO John Stubbington | Mgmt | For | For | For |
| 13a | Determine Number of Members (9) and Deputy Members (0) of Board | Mgmt | For | For | For |

# Medicover AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13b | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 14a | Approve Remuneration of Directors in the Amount of EUR 109,000 for Chair and EUR 62,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 14b | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15a | Reelect Peder af Jochnick as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Anne-Catherine Berner, Sonali Asit Chandmal, Michael Flemming, Claudia Olsson, Fredrik Ragmark, and Azita Shariati (Items 15b, 15d, 15e, 15f, 15g, and 15h) is warranted due to a lack of concern regarding the suitability of these nominees. Remuneration Committee Independence A vote AGAINST nominees Peder af Jochnick, Arno Bohn, and Fredrik Stenmo (Items 15a, 15c, and 15i) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 15b | Reelect Anne Berner as Director | Mgmt | For | For | For |
| 15c | Reelect Arno Bohn as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Anne-Catherine Berner, Sonali Asit Chandmal, Michael Flemming, Claudia Olsson, Fredrik Ragmark, and Azita Shariati (Items 15b, 15d, 15e, 15f, 15g, and 15h) is warranted due to a lack of concern regarding the suitability of these nominees. Remuneration Committee Independence A vote AGAINST nominees Peder af Jochnick, Arno Bohn, and Fredrik Stenmo (Items 15a, 15c, and 15i) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 15d | Reelect Sonali Chandmal as Director | Mgmt | For | For | For |
| 15e | Reelect Michael Flemming as Director | Mgmt | For | For | For |
| 15f | Reelect Claudia Olsson as Director | Mgmt | For | For | For |
| 15g | Reelect Fredrik Ragmark as Director | Mgmt | For | For | For |
| 15h | Reelect Azita Shariati as Director | Mgmt | For | For | For |
| 15i | Reelect Fredrik Stenmo as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Anne-Catherine Berner, Sonali Asit Chandmal, Michael Flemming, Claudia Olsson, Fredrik Ragmark, and Azita Shariati (Items 15b, 15d, 15e, 15f, 15g, and 15h) is warranted due to a lack of concern regarding the suitability of these nominees. Remuneration Committee Independence A vote AGAINST nominees Peder af Jochnick, Arno Bohn, and Fredrik Stenmo (Items 15a, 15c, and 15i) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 15j | Reelect Fredrik Stenmo as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.* | | | | |
| 15k | Ratify BDO Sweden AB as Auditors | Mgmt | For | For | For |
| 16 | Approve Nomination Committee Procedures | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the approval of the procedure for the appointment of a nominating committee is warranted due to the chairman of the board serving as chairman of the current nomination committee.* | | | | |

## Medicover AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 18a | Approve Performance-Based Share Program (Plan 2026) for Key Employees | Mgmt | For | For | For |
| 18b | Approve Equity Plan Financing | Mgmt | For | For | For |
| 18c | Approve Alternative Equity Plan Financing | Mgmt | For | For | For |
| 19 | Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights | Mgmt | For | For | For |
| 20 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 21 | Close Meeting | Mgmt | | | |

## Muenchener Rueckversicherungs-Gesellschaft AG

**Meeting Date:** 04/29/2026 **Country:** Germany **Ticker:** MUV2

**Record Date:** 04/22/2026 **Meeting Type:** Annual

**Primary Security ID:** D55535104

**Shares Voted:** 344

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 24.00 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.3 | Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2025 | Mgmt | For | For | For |

# Muenchener Rueckversicherungs-Gesellschaft AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.5 | Approve Discharge of Management Board Member Robin Johnson (from Aug. 1, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.6 | Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.7 | Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.8 | Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.9 | Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.10 | Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.11 | Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.1 | Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Matthias Beier for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.5 | Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.6 | Approve Discharge of Supervisory Board Member Grzegorz Czlowiekowski for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.7 | Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2025 | Mgmt | For | For | For |

# Muenchener Rueckversicherungs-Gesellschaft AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.8 | Approve Discharge of Supervisory Board Member Julia Jaekel for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.9 | Approve Discharge of Supervisory Board Member Renata Jungo Bruengger for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.10 | Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.11 | Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.12 | Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.13 | Approve Discharge of Supervisory Board Member Victoria Ossadnik for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.14 | Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.15 | Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.16 | Approve Discharge of Supervisory Board Member Anita Stocker-Napravnik for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.17 | Approve Discharge of Supervisory Board Member Susanne Terhoeven for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.18 | Approve Discharge of Supervisory Board Member Jens-Juergen Vogel for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.19 | Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.20 | Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2025 | Mgmt | For | For | For |

## Muenchener Rueckversicherungs-Gesellschaft AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.1 | Ratify KPMG AG as Auditors for Fiscal Year 2026 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Elect Frederic de Courtois to the Supervisory Board | Mgmt | For | For | For |
| 8 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |

## Peab AB

**Meeting Date:** 04/29/2026 **Country:** Sweden **Ticker:** PEAB.B

**Record Date:** 04/21/2026 **Meeting Type:** Annual

**Primary Security ID:** W9624E101

**Shares Voted:** 1,479

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8 | Receive President's Report | Mgmt | | | |
| 9 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 10.1 | Approve Allocation of Income and Dividends of SEK 3.30 Per Share | Mgmt | For | For | For |
| 10.2 | Approve Record Date for Dividend Payment | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |

# Peab AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Approve Remuneration Report | Mgmt | For | For | For |
| 13.1 | Approve Discharge of CEO Jesper Goransson | Mgmt | For | For | For |
| 13.2 | Approve Discharge of Anders Runevad | Mgmt | For | For | For |
| 13.3 | Approve Discharge of Magdalena Gerger | Mgmt | For | For | For |
| 13.4 | Approve Discharge of Lars Skold | Mgmt | For | For | For |
| 13.5 | Approve Discharge of Liselott Kilaas | Mgmt | For | For | For |
| 13.6 | Approve Discharge of Kerstin Lindell | Mgmt | For | For | For |
| 13.7 | Approve Discharge of Fredrik Paulsson | Mgmt | For | For | For |
| 13.8 | Approve Discharge of Malin Persson | Mgmt | For | For | For |
| 13.9 | Approve Discharge of Maria Doberck | Mgmt | For | For | For |
| 13.10 | Approve Discharge of Kim Thomsen | Mgmt | For | For | For |
| 13.11 | Approve Discharge of Patrik Svensson | Mgmt | For | For | For |
| 13.12 | Approve Discharge of Cecilia Krusing | Mgmt | For | For | For |
| 13.13 | Approve Discharge of Peter Johansson | Mgmt | For | For | For |
| 14.1 | Determine Number of Members (8) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 14.2 | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 15.1 | Approve Remuneration of Directors in the Amount of SEK 1.70 Million for Chair and SEK 670,800 for Other Directors | Mgmt | For | For | For |
| 15.2 | Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 15.3 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 16.1 | Reelect Magdalena Gerger as Director | Mgmt | For | For | For |
| 16.2 | Reelect Liselott Kilaas as Director | Mgmt | For | For | For |
| 16.3 | Reelect Kerstin Lindell as Director | Mgmt | For | For | For |

## Peab AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 16.4 | Reelect Fredrik Paulsson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominees Fredrik Paulsson and Anders Erik Runevad (Items 16.4 and 16.6) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 16.5 | Reelect Malin Persson as Director | Mgmt | For | For | For |
| 16.6 | Reelect Anders Runevad as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominees Fredrik Paulsson and Anders Erik Runevad (Items 16.4 and 16.6) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 16.7 | Reelect Lars Skold as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominee Lars Skold (Item 16.7) is warranted due to his position as a non-independent chair of the audit committee.* | | | | |
| 16.8 | Elect Carl Mellander as New Director | Mgmt | For | For | For |
| 16.9 | Reelect Anders Runevad as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.* | | | | |
| 17 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 18 | Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights | Mgmt | For | For | For |
| 19 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 20A | Approve Performance Share Plan for Key Employees | Mgmt | For | For | For |
| 20.B | Approve Equity Plan Financing Through Transfer of Shares to Participants | Mgmt | For | For | For |
| 21A | Approve SEK 26.8 Million Reduction in Share Capital via Share Cancellation | Mgmt | For | For | For |
| 21B | Approve SEK 26.8 Million Increase of Share Capital through a Bonus Issue without the Issuance of New Shares | Mgmt | For | For | For |
| 22 | Other Business | Mgmt | | | |
| 23 | Close Meeting | Mgmt | | | |

## Primary Health Properties Plc

**Meeting Date:** 04/29/2026 **Country:** United Kingdom **Ticker:** PHP

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** G7240B186

# Primary Health Properties Plc

**Shares Voted:** 10,927

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve the Company's Dividend Policy | Mgmt | For | For | For |
| 4 | Approve Scrip Dividend Scheme | Mgmt | For | For | For |
| 5 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 6 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 7 | Re-elect Harry Hyman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Harry Hyman, Ian Krieger, Ivonne Cantu, Marie-Laure Duhot and Bandhana (Bina) Rawal is warranted for lack of diversity on the board.* | | | | |
| 8 | Re-elect Mark Davies as Director | Mgmt | For | For | For |
| 9 | Re-elect Richard Howell as Director | Mgmt | For | For | For |
| 10 | Re-elect Ian Krieger as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Harry Hyman, Ian Krieger, Ivonne Cantu, Marie-Laure Duhot and Bandhana (Bina) Rawal is warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect Ivonne Cantu as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Harry Hyman, Ian Krieger, Ivonne Cantu, Marie-Laure Duhot and Bandhana (Bina) Rawal is warranted for lack of diversity on the board.* | | | | |
| 12 | Elect Jonathan Davies as Director | Mgmt | For | For | For |
| 13 | Re-elect Laure Duhot as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Harry Hyman, Ian Krieger, Ivonne Cantu, Marie-Laure Duhot and Bandhana (Bina) Rawal is warranted for lack of diversity on the board.* | | | | |
| 14 | Re-elect Bandhana Rawal as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Harry Hyman, Ian Krieger, Ivonne Cantu, Marie-Laure Duhot and Bandhana (Bina) Rawal is warranted for lack of diversity on the board.* | | | | |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Approve Increase in the Aggregate Limit of Fees Payable to Directors | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Primary Health Properties Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Promotora y Operadora de Infraestructura SAB de CV

**Meeting Date:** 04/29/2026 **Country:** Mexico **Ticker:** PINFRA

**Record Date:** 04/21/2026 **Meeting Type:** Annual

**Primary Security ID:** P7925L103

**Shares Voted:** 26,081

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary and Class L shares Meeting Agenda - Holders of Class L Shares have voting rights only on Items 2a1 and 3a | Mgmt | | | |
| 1a | Approve Board of Directors Report Pursuant to Article 28 Fraction IV of Mexican Securities Market Law | Mgmt | For | For | For |
| 1b | Approve Board's Report on Policies and Accounting Criteria Followed in Preparation of Financial Information | Mgmt | For | For | For |
| 1c | Approve Audited and Consolidated Financial Statements | Mgmt | For | For | For |
| 1d | Approve Report on Adherence to Fiscal Obligations | Mgmt | For | For | For |
| 1e | Approve Allocation of Income | Mgmt | For | For | For |
| 2a1 | Elect or Ratify Directors, Chair of Audit of Committee, Chair of Corporate Practices Committee and Members of Committees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because although the company has disclosed the names of its director nominees, the proposed board's level of independence fails to meet the growing expectations of institutional shareholders. In addition, vote AGAINST incumbent director nominees David Penaloza Alanis, Carlos Cesarman Kolteniuk, Frantz Joseph Guns Devos, Luis Hoyo Garcia, Moises Ruben Kolteniuk Toyber, Luis Danton Martinez Corres, Adriana Graciela Peñaloza Alanis, Ramiro Perez Abuin, and Luis Javier Solloa Hernandez is warranted for lack of diversity on the board.* | | | | |
| 2a2 | Elect or Ratify Secretary (Non-Member) of Board | Mgmt | For | For | For |
| 2b | Approve Corresponding Remuneration | Mgmt | For | For | For |

## Promotora y Operadora de Infraestructura SAB de CV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3a | Set Maximum Amount of Share Repurchase Reserve | Mgmt | For | For | For |
| 3b | Approve Report on Share Repurchase Reserve | Mgmt | For | For | For |
| 4 | Approve Certification of Company's Bylaws | Mgmt | | | |
| 5 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Recordati SpA

**Meeting Date:** 04/29/2026 **Country:** Italy **Ticker:** REC

**Record Date:** 04/20/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** T78458139

**Shares Voted:** 2,663

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| | Management Proposals | Mgmt | | | |
| 1a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1b | Approve Allocation of Income | Mgmt | For | For | For |
| | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 2a1 | Slate 1 Submitted by Rossini Sarl | SH | None | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: * Shareholders can support only one slate. * Slate 2 is likely to better represent the interests of global institutional investors and minority shareholders.* | | | | |
| 2a2 | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because: * Shareholders can support only one slate. * This slate has been proposed by institutional investors, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carryout effective oversight on the management's behavior. * Candidates on this slate have agreed to abide by the chart of corporate governance principles adopted by Assogestioni.* | | | | |
| 2b | Appoint Chairman of Internal Statutory Auditors | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because this is a non-contentious proposal.* | | | | |
| | Shareholder Proposal Submitted by Rossini Sarl | Mgmt | | | |
| 2c | Approve Internal Auditors' Remuneration | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.* | | | | |

## Recordati SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 3a | Approve Remuneration Policy | Mgmt | For | For | For |
| 3b | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: * the company provides poor retrospective information on variable remuneration, including the lack of disclosure on 2023-2025 long-term awards and the limited information on non-financial objectives under the STI. * Termination treatments in favor of the former CFO Luigi Della Corte raise concerns.* | | | | |
| 4 | Approve Performance Shares Plan 2026-2028 | Mgmt | For | For | For |
| 5 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 1 | Approve Capital Increase and Convertible Bond Issuance with or without Preemptive Rights; Amend Company Bylaws Re: Article 6 | Mgmt | For | For | For |

## Royal Unibrew A/S

**Meeting Date:** 04/29/2026 **Country:** Denmark **Ticker:** RBREW

**Record Date:** 04/22/2026 **Meeting Type:** Annual

**Primary Security ID:** K8390X122

**Shares Voted:** 228

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Discharge of Management and Board | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of DKK 16.00 Per Share | Mgmt | For | For | For |
| 5 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 6 | Approve Remuneration of Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 7.1 | Approve DKK 1.8 Million Reduction in Share Capital via Treasury Share Cancellation | Mgmt | For | For | For |
| 7.2 | Authorization to Acquire Treasury Shares | Mgmt | For | For | For |

## Royal Unibrew A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.3 | Amend Articles Re: Allow General Meetings to be Held in English; Company Corporate Language English | Mgmt | For | For | For |
| 8a | Reelect Peter Arne Ruzicka as Director | Mgmt | For | For | For |
| 8b | Reelect Jais Stampe Li Valeur as Director | Mgmt | For | For | For |
| 8c | Reelect Torben Carlsen as Director | Mgmt | For | For | For |
| 8d | Reelect Anna Catharina von Stackelberg-Hammaren as Director | Mgmt | For | For | For |
| 8e | Reelect Lise Skaarup Mortensen as Director | Mgmt | For | For | For |
| 8f | Reelect Ingeborg Plochaet as Director | Mgmt | For | For | For |
| 9a | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 10 | Other Business | Mgmt | | | |

## RTL Group SA

**Meeting Date:** 04/29/2026 **Country:** Luxembourg **Ticker:** RRTL

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** L80326108

**Shares Voted:** 317

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Receive Board's and Auditor's Reports | Mgmt | | | |
| 2.1. | Approve Financial Statements | Mgmt | For | For | For |
| 2.2. | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 3. | Approve Allocation of Income | Mgmt | For | For | For |
| 4.1. | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because: * We note a general lack of responsiveness of the company regarding dissent on 2025 remuneration report vote; * The company does not disclose its caps on its variable remuneration; and * The company does not provide enough disclosure regarding the performance criteria, the weights and the performance targets in the short-term incentive plan (STIP) and long-term incentive plan (LTIP); and * Granting of transaction bonus of EUR 175,000 to CFO and of EUR 420,000 to COO without performance conditions nor compelling rationale.* | | | | |
| 4.2. | Approve Remuneration of Directors | Mgmt | For | For | For |

## RTL Group SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5. | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because there is no clear cap on the STIP opportunity, the award levels and performance criteria under both the STI and LTI are not properly disclosed, there is no limit on the derogation clause, and there is a general lack of responsiveness by the board regarding previously raised concerns.* | | | | |
| 6.1. | Approve Discharge of Directors | Mgmt | For | For | For |
| 6.2. | Approve Discharge of Auditors | Mgmt | For | For | For |
| 7.1. | Elect Clement Schwebig as Executive Director | Mgmt | For | For | For |
| 7.2. | Renew Appointment of KPMG Audit S.a r.l. as Auditor of the Statutory and Consolidated Annual Accounts | Mgmt | For | For | For |
| 7.3. | Appoint KPMG Audit S.a r.l. as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 8. | Transact Other Business (Non-Voting) | Mgmt | | | |

## Sanofi

**Meeting Date:** 04/29/2026 **Country:** France **Ticker:** SAN

**Record Date:** 04/21/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F5548N101

**Shares Voted:** 8,368

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 4.12 per Share | Mgmt | For | For | For |
| 4 | Reelect Christophe Babule as Director | Mgmt | For | For | For |
| 5 | Reelect Jean-Paul Kress as Director | Mgmt | For | For | For |
| 6 | Elect Belén Garijo as Director | Mgmt | For | For | For |
| 7 | Elect Christel Heydemann as Director | Mgmt | For | For | For |
| 8 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |

## Sanofi

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Approve Compensation of Frédéric Oudéa, Chairman of the Board | Mgmt | For | For | For |
| 10 | Approve Compensation of Paul Hudson, CEO | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Aggregate Amount of EUR 3,200,000 | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of Paul Hudson, CEO Until February 17, 2026 | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy of Olivier Charmeil, Acting CEO | Mgmt | For | For | For |
| 16 | Approve Remuneration Policy of Belén Garijo, Future CEO | Mgmt | For | For | For |
| 17 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 18 | Amend Article 16 of Bylaws Re: Age Limit of CEO | Mgmt | For | For | For |
| 19 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 20 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 21 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## TGS ASA

**Meeting Date:** 04/29/2026 **Country:** Norway **Ticker:** TGS

**Record Date:** 04/22/2026 **Meeting Type:** Annual

**Primary Security ID:** R9138B102

# TGS ASA

**Shares Voted:** 1,293

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting; Registration of Attending Shareholders and Proxies | Mgmt | | | |
| 2 | Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 3 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 4 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 5 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 6a | Reelect Trond Brandsrud (Chair) as Director | Mgmt | For | For | For |
| 6b | Reelect Luis Araujo as Director | Mgmt | For | For | For |
| 6c | Reelect Bettina Bachmann as Director | Mgmt | For | For | For |
| 6d | Reelect Anne Grethe Dalane as Director | Mgmt | For | For | For |
| 6e | Reelect Svein Harald Oygard as Director | Mgmt | For | For | For |
| 6f | Elect Julie Berg as New Director | Mgmt | For | For | For |
| 7 | Approve Remuneration of Directors in the Amount of USD 145,000 for Chair, USD 57,500 for Shareholder Elected Directors and USD 13,000 for Employee Elected Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 8a | Reelect Terje Valebjorg as Member of Nominating Committee | Mgmt | For | For | For |
| 8b | Reelect Henry H. Hamilton III as Member of Nominating Committee | Mgmt | For | For | For |
| 9 | Approve Remuneration of Nominating Committee | Mgmt | For | For | For |
| 10 | Approve Nomination Committee Procedures | Mgmt | For | For | For |
| 11 | Discuss Company's Corporate Governance Statement | Mgmt | | | |
| 12 | Approve Remuneration Statement | Mgmt | For | For | For |
| 13 | Approve Long-Term Incentive Plan | Mgmt | For | For | For |

## TGS ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 15 | Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights; Approve Issuance of Convertible Loans | Mgmt | For | For | For |
| 16 | Authorize Board to Distribute Dividends | Mgmt | For | For | For |

## The Coca-Cola Company

**Meeting Date:** 04/29/2026 **Country:** USA **Ticker:** KO

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 191216100

**Shares Voted:** 2,635

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Herb Allen | Mgmt | For | For | For |
| 1.2 | Elect Director Bela Bajaria | Mgmt | For | For | For |
| 1.3 | Elect Director Ana Botin | Mgmt | For | For | For |
| 1.4 | Elect Director Henrique Braun | Mgmt | For | For | For |
| 1.5 | Elect Director Christopher C. Davis | Mgmt | For | For | For |
| 1.6 | Elect Director Carolyn Everson | Mgmt | For | For | For |
| 1.7 | Elect Director Thomas S. Gayner | Mgmt | For | For | For |
| 1.8 | Elect Director Max Levchin | Mgmt | For | For | For |
| 1.9 | Elect Director Amity Millhiser | Mgmt | For | For | For |
| 1.10 | Elect Director James Quincey | Mgmt | For | For | For |
| 1.11 | Elect Director Caroline J. Tsay | Mgmt | For | For | For |
| 1.12 | Elect Director David B. Weinberg | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Establish a Board Committee on Sustainability to Assess ROI of Sustainability Initiatives | SH | Against | Against | Against |
| 5 | Issue Report Evaluating Company's Plastic Packaging Policies | SH | Against | Against | Against |

## The Coca-Cola Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Report on Current Diversity, Equity and Inclusion Efforts | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure would enhance transparency and enable shareholders to better assess the effectiveness of the company's diversity, equity, and inclusion policies and practices.* | | | | |
| 7 | Report on Risks Related to Chemical Additives in Company's Food and Beverage Products | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as the additional disclosure requested would enable shareholders to better understand how the company assesses and manages risks associated with the use of chemicals and additives. Enhanced transparency in this area would support informed shareholder evaluation of the company's oversight practices and responsiveness to evolving scientific and regulatory considerations, while recognizing existing regulatory compliance.* | | | | |
| 8 | Report on Plans to Improve Sustainability Disclosure | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's sustainability policies and practices, as well as updated disclosures that are aligned with internationally accepted disclosure frameworks, would allow shareholders to better assess the company's management of related risks and opportunities.* | | | | |

## The Goldman Sachs Group, Inc.

**Meeting Date:** 04/29/2026 **Country:** USA **Ticker:** GS

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 38141G104

**Shares Voted:** 3,869

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Michele Burns | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Mark Flaherty | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Kimberley Harris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST compensation committee chair Kimberley Harris is warranted due to poor responsiveness to last year's low say-on-pay vote result. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director John Hess | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Kevin Johnson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Ellen Kullman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

# The Goldman Sachs Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director KC McClure | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Thomas Montag | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Peter Oppenheimer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director David Solomon | Mgmt | For | For | For |
| 1k | Elect Director Jan Tighe | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1l | Elect Director David Viniar | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1m | Elect Director John Waldron | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following last year's low say-on-pay support, the committee disclosed shareholder engagement efforts, but shareholder feedback disclosures lack sufficient specificity and do not identify the specific issues that led to the low say-on-pay support. The committee did not make any materially new responsive changes to pay programs and practices. This year's proxy discloses some additional explanatory disclosures, but these disclosures fall short of a meaningful level of responsiveness. Accordingly, the compensation committee did not demonstrate sufficient responsiveness to last year's low say-on-pay vote. It is positive that the increase in CEO total pay was directionally aligned with strong share price and financial performance, and annual equity awards, which make up the bulk of CEO incentive pay, are entirely performance-conditioned on clearly disclosed multi-year goals. Nonetheless, there are ongoing concerns regarding the structure and disclosure of pay programs and sufficient mitigating factors have not been identified. Annual incentive payouts are discretionarily determined, and the proxy lacks several key disclosures, like category or metric weightings, quantified threshold, target, and maximum goals, or predetermined target/maximum payout opportunities.* | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.* | | | | |
| 5 | Report on Risks Related to the Company's Charitable Contributions *Withdrawn Resolution* | SH | | | |
| 6 | Report Annually on Energy Supply Ratio | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR the resolution asking the company to disclose its energy supply ratio is warranted, as it would give shareholders increased information on how the bank is progressing on its goal to align its financing activities with a net zero by 2050 pathway.* | | | | |

## The Goldman Sachs Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.* | | | | |

## Toromont Industries Ltd.

**Meeting Date:** 04/29/2026 **Country:** Canada **Ticker:** TIH

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 891102105

**Shares Voted:** 3,703

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Peter J. Blake | Mgmt | For | For | For |
| 1.2 | Elect Director Benjamin (Ben) D. Cherniavsky | Mgmt | For | For | For |
| 1.3 | Elect Director Cathryn E. Cranston | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Cathryn Cranston, Paramita Das, Ave Lethbridge, Frederick (Fred) Mifflin and Katherine Rethy for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |
| 1.4 | Elect Director Paramita Das | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Cathryn Cranston, Paramita Das, Ave Lethbridge, Frederick (Fred) Mifflin and Katherine Rethy for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |
| 1.5 | Elect Director Sharon L. Hodgson | Mgmt | For | For | For |
| 1.6 | Elect Director Ave G. Lethbridge | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Cathryn Cranston, Paramita Das, Ave Lethbridge, Frederick (Fred) Mifflin and Katherine Rethy for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |
| 1.7 | Elect Director Michael S.H. McMillan | Mgmt | For | For | For |
| 1.8 | Elect Director Frederick (Fred) J. Mifflin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Cathryn Cranston, Paramita Das, Ave Lethbridge, Frederick (Fred) Mifflin and Katherine Rethy for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |
| 1.9 | Elect Director Katherine A. Rethy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Cathryn Cranston, Paramita Das, Ave Lethbridge, Frederick (Fred) Mifflin and Katherine Rethy for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |
| 1.10 | Elect Director Richard G. Roy | Mgmt | For | For | For |

## Toromont Industries Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Unipol Assicurazioni SpA

**Meeting Date:** 04/29/2026 **Country:** Italy **Ticker:** UNI

**Record Date:** 04/20/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** T9532W106

**Shares Voted:** 2,646

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| | Management Proposals | Mgmt | | | |
| 0010 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 0020 | Approve Allocation of Income and Dividend Distribution | Mgmt | For | For | For |
| | Shareholder Proposal Submitted by the Shareholders' Agreement | Mgmt | | | |
| 0030 | Elect Franca Brusco as Director | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR Franca Brusco is warranted at this time.* | | | | |
| | Management Proposals | Mgmt | | | |
| 0040 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: - Termination payments that can exceed 24 months' pay. - The excessively broad derogation powers of the board.* | | | | |
| 0050 | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: - The poor retrospective information on variable pay. - The problematic termination payments made in favor of a manager with strategic responsibilities.* | | | | |
| 0060 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 0070 | Amend Company Bylaws Re: Article 5 | Mgmt | For | For | For |
| 0080 | Amend Company Bylaws Re: Article 19 | Mgmt | For | For | For |

# Vidrala SA

**Meeting Date:** 04/29/2026 **Country:** Spain **Ticker:** VID
**Record Date:** 04/24/2026 **Meeting Type:** Annual
**Primary Security ID:** E9702H109

**Shares Voted:** 126

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Discharge of Board | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 4 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 5 | Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 6 | Authorize Capitalization of Reserves for Bonus Issue | Mgmt | For | For | For |
| 7 | Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 1.5 Billion | Mgmt | For | For | For |
| 8 | Renew Appointment of Ernst & Young as Auditor for FY 2026 | Mgmt | For | For | For |
| 9 | Appoint PricewaterhouseCoopers as Auditor for FY 2027, 2028 and 2029 | Mgmt | For | For | For |
| 10 | Reelect Aitor Salegui Escolano as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the (re)election of the NI-NEDs Aitor Salegui Escolano, Eduardo Zavala Ortiz de la Torre and Amelia Diaz-Guardamino Delclaux under items 10, 11 and 14 is warranted, as the board does not meet the 50 percent independence requirements applicable to Spain-incorporated non-controlled companies.* | | | | |
| 11 | Reelect Eduardo Zavala Ortiz de la Torre as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the (re)election of the NI-NEDs Aitor Salegui Escolano, Eduardo Zavala Ortiz de la Torre and Amelia Diaz-Guardamino Delclaux under items 10, 11 and 14 is warranted, as the board does not meet the 50 percent independence requirements applicable to Spain-incorporated non-controlled companies.* | | | | |
| 12 | Reelect Gillian Anne Watson as Director | Mgmt | For | For | For |
| 13 | Reelect Ines Elvira Andrade Moreno as Director | Mgmt | For | For | For |
| 14 | Elect Amelia Diaz-Guardamino Delclaux as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the (re)election of the NI-NEDs Aitor Salegui Escolano, Eduardo Zavala Ortiz de la Torre and Amelia Diaz-Guardamino Delclaux under items 10, 11 and 14 is warranted, as the board does not meet the 50 percent independence requirements applicable to Spain-incorporated non-controlled companies.* | | | | |

## Vidrala SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: - The company has increased the board retainer of the chairman by 20 percent without compelling rationale - The company-classified non-executive chairman is entitled to seemingly uncapped performance-based, variable pay.* | | | | |
| 16 | Advisory Vote on Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the board keeps making use of their discretionary power to increase the remuneration of the members of the board without compelling rationale and further exacerbates shareholder concerns regarding the company s remuneration practices.* | | | | |
| 17 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 18 | Approve Minutes of Meeting | Mgmt | For | For | For |

## W.W. Grainger, Inc.

**Meeting Date:** 04/29/2026 **Country:** USA **Ticker:** GWW
**Record Date:** 03/02/2026 **Meeting Type:** Annual
**Primary Security ID:** 384802104

**Shares Voted:** 793

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Rodney C. Adkins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director George S. Davis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Katherine D. Jaspon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Christopher J. Klein | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director D.G. Macpherson | Mgmt | For | For | For |
| 1f | Elect Director Cindy J. Miller | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Neil S. Novich | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## W.W. Grainger, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Beatriz R. Perez | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director E. Scott Santi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Susan Slavik Williams | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Lucas E. Watson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1l | Elect Director Steven A. White | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Warehouses De Pauw SCA

**Meeting Date:** 04/29/2026 **Country:** Belgium **Ticker:** WDP

**Record Date:** 04/15/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** B9T59Z100

**Shares Voted:** 922

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual and Extraordinary Shareholders' Meeting | Mgmt | | | |
| | Extraordinary Shareholders' Meeting Agenda | Mgmt | | | |
| 1 | Receive Special Board Report Re: Renewal of Authorized Capital | Mgmt | | | |
| 1.2A | Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions | Mgmt | For | For | For |
| 1.2B | Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital by Optional Dividend | Mgmt | For | For | For |

# Warehouses De Pauw SCA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2C1 | Authorize Increase in Share Capital of up to 20 Percent of Authorized Capital Without Preemptive Rights by Various Means | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR Item 1.2A, 1.2B, and 1.2C2 is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend; and * The proposal under 1.2c2 is not considered excessive and is limited to 10 percent of the issued share capital. A vote AGAINST Item 1.2C1 is warranted because the authorization is in excess of commonly used safeguards regarding volume as it authorized the board to issue shares up to 20 percent of issued capital and limit or restrict preemptive rights.* | | | | |
| 1.2C2 | If the Share Capital Increase of up to 20 Percent is Not Approved: Authorize Increase in Share Capital of up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means | Mgmt | For | For | For |
| 1.2D | Amend Article 8 of the Articles of Association to Reflect Changes in Capital | Mgmt | For | For | For |
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 3 | Acknowledge Optional Dividend Payment | Mgmt | | | |
| 4 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 5 | Approve Discharge of Directors | Mgmt | For | For | For |
| 6 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 7 | Acknowledge End of Mandate of Cynthia Van Hulle and Anne Leclercq as Directors | Mgmt | | | |
| 8.1 | Reelect Joost Uwents as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Joost Uwents and Jurgen Ingels is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8.2 | Reelect Jurgen Ingels as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Joost Uwents and Jurgen Ingels is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9.1 | Elect Barbara Bajorat as Independent Director | Mgmt | For | For | For |
| 9.2 | Elect Guenaelle de la Raudiere as Independent Director | Mgmt | For | For | For |
| 9.3 | Elect Isabelle De Pauw as Director | Mgmt | For | For | For |
| 9.4 | Elect Bernard Boel as Director | Mgmt | For | For | For |

## Warehouses De Pauw SCA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Acknowledge Composition of the Board of Directors | Mgmt | | | |
| 11 | Approve Remuneration Report | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy | Mgmt | For | For | For |
| 13 | Approve Increase in Remuneration of Non-Executive Directors, Excluding the Chair of the Board of Directors | Mgmt | For | For | For |
| 14 | Approve Remuneration of the Chair of the Board of Directors | Mgmt | For | For | For |
| 15 | Approve Additional Remuneration of the Chair of the Audit Committee | Mgmt | For | For | For |
| 16.1 | Approve Change-of-Control Clause Re: Credit Agreements | Mgmt | For | For | For |
| 16.2 | Approve Change-of-Control Clause Re: Euro Medium Term Note (EMTN)-Programme | Mgmt | For | For | For |
| 16.3 | Approve Change-of-Control Clause Re: Credit Agreements Permitted Between the Date of the Convocation to the General Meeting and the Effective Session of the General Meeting | Mgmt | For | For | For |
| | Extraordinary Shareholders' and Annual Meeting Agenda | Mgmt | | | |
| 1 | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |

## Webuild SpA

**Meeting Date:** 04/29/2026 **Country:** Italy **Ticker:** WBD

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** T9T11U109

**Shares Voted:** 3,166

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| | Management Proposals | Mgmt | | | |
| 1 | Elect Lorenzo Iucci as Director | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted as the candidate represents a shareholder party to a shareholders' agreement that materially benefits from a share capital structure with unequal voting rights.*

## Webuild SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2.2 | Approve Dividend Distribution | Mgmt | For | For | For |
| | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 3.1.1 | Slate 1 Submitted by Salini SpA and CDP Equity SpA | SH | None | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: * Shareholders can support only one slate. * Slate 2 is likely to better represent the interests of global institutional investors and minority shareholders.* | | | | |
| 3.1.2 | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because: * Shareholders can support only one slate. * This slate has been proposed by institutional investors, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carryout effective oversight on the management's behavior. * Candidates on this slate have agreed to abide by the chart of corporate governance principles adopted by Assogestioni.* | | | | |
| | Shareholder Proposal Submitted by Salini SpA | Mgmt | | | |
| 3.2 | Approve Internal Auditors' Remuneration | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.* | | | | |
| | Management Proposals | Mgmt | | | |
| 4.1 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST as: * Termination payments are not in line with acceptable market practice. * The board maintains excessively broad derogation powers. * The increase in the already sizeable CEO's pay opportunity raises significant concerns.* | | | | |
| 4.2 | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: * The company made problematic termination payments. * The sizeable payout awarded to the CEO.* | | | | |
| 5 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |

## AIB Group plc

**Meeting Date:** 04/30/2026 **Country:** Ireland **Ticker:** A5G
**Record Date:** 04/26/2026 **Meeting Type:** Annual
**Primary Security ID:** G0R4HJ106

**Shares Voted:** 22,002

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# AIB Group plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 5a | Re-elect Anik Chaumartin as Director | Mgmt | For | For | For |
| 5b | Re-elect Donal Galvin as Director | Mgmt | For | For | For |
| 5c | Re-elect Basil Geoghegan as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members James (Jim) Pettigrew, Elaine MacLean, and Basil Geoghegan is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5d | Re-elect Tanya Horgan as Director | Mgmt | For | For | For |
| 5e | Re-elect Colin Hunt as Director | Mgmt | For | For | For |
| 5f | Re-elect Sandy Pritchard as Director | Mgmt | For | For | For |
| 5g | Re-elect Elaine MacLean as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members James (Jim) Pettigrew, Elaine MacLean, and Basil Geoghegan is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5h | Re-elect Andrew Maguire as Director | Mgmt | For | For | For |
| 5i | Re-elect Fergal O'Dwyer as Director | Mgmt | For | For | For |
| 5j | Re-elect James Pettigrew as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members James (Jim) Pettigrew, Elaine MacLean, and Basil Geoghegan is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5k | Elect Anne Sheehan as Director | Mgmt | For | For | For |
| 5l | Re-elect Jan Sijbrand as Director | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy | Mgmt | For | For | For |
| 8 | Approve Increase of the Aggregate Limit on Fees Paid to Non-Executive Directors | Mgmt | For | For | For |
| 9 | Authorise Issue of Equity | Mgmt | For | For | For |
| 10a | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 10b | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 11 | Authorise Market Purchase of Shares | Mgmt | For | For | For |

## AIB Group plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Determine the Price Range at which Treasury Shares may be Re-issued Off-Market | Mgmt | For | For | For |
| 13 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 14 | Authorise Implementation of the Odd-lot Offer | Mgmt | For | For | For |
| 15 | Authorise Off-Market Purchase of Shares | Mgmt | For | For | For |
| 16 | Amend Articles of Association Re: Odd-Lot Offer | Mgmt | For | For | For |
| 17 | Amend Articles of Association Re: Article 137 | Mgmt | For | For | For |

## AXA SA

**Meeting Date:** 04/30/2026 **Country:** France **Ticker:** CS

**Record Date:** 04/22/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F06106102

**Shares Voted:** 5,281

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 2.32 per Share | Mgmt | For | For | For |
| 4 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 5 | Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board | Mgmt | For | For | For |
| 6 | Approve Compensation of Thomas Buberl, CEO | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |

## AXA SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 11 | Reelect Thomas Buberl as Director | Mgmt | For | For | For |
| 12 | Reelect Ewout Steenbergen as Director | Mgmt | For | For | For |
| 13 | Reelect Rachel Picard as Director | Mgmt | For | For | For |
| 14 | Reelect Gérald Harlin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the reelection of Gerald Harlin is warranted since the shareholder's representative benefits from the company's distortive voting structure (Item 14). A vote FOR the other director nominees is warranted.* | | | | |
| 15 | Elect Philomena Colatrella as Director | Mgmt | For | For | For |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 17 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 18 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 19 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries | Mgmt | For | For | For |
| 20 | Amend Article 10C of Bylaws to Incorporate Legal Changes Re: Appointment of Representative of Employee Shareholders to the Board | Mgmt | For | For | For |
| 21 | Amend Article 23 of Bylaws to Incorporate Legal Changes Re: Shareholder Meetings | Mgmt | For | For | For |

## B3 SA-Brasil, Bolsa, Balcao

**Meeting Date:** 04/30/2026 **Country:** Brazil **Ticker:** B3SA3

**Record Date:** **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** P1909G107

## B3 SA-Brasil, Bolsa, Balcao

**Shares Voted:** 81,375

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Article 3 Re: Corporate Purpose | Mgmt | For | For | For |
| 2 | Amend Article 5 to Reflect Changes in Capital | Mgmt | For | For | For |
| 3 | Consolidate Bylaws | Mgmt | For | For | For |
| 4 | Ratify Grant Thornton Auditoria e Consultoria Ltda. as Independent Firm to Appraise Proposed Transaction | Mgmt | For | For | For |
| 5 | Approve Independent Firm's Appraisal | Mgmt | For | For | For |
| 6 | Approve Agreement to Absorb Datastock Tecnologia e Servicos Ltda. (Datastock) | Mgmt | For | For | For |
| 7 | Approve Absorption of Datastock Tecnologia e Servicos Ltda. (Datastock) | Mgmt | For | For | For |
| 8 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## B3 SA-Brasil, Bolsa, Balcao

**Meeting Date:** 04/30/2026 **Country:** Brazil **Ticker:** B3SA3

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** P1909G107

**Shares Voted:** 81,375

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2025 | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 3 | Approve Remuneration of Company's Management | Mgmt | For | For | For |
| 4 | Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law? | Mgmt | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted because: * The installation of a fiscal council could potentially improve the company's governance and bring greater corporate oversight; and * The company has disclosed fiscal council nominees.* | | | | |
| 5 | Elect Fiscal Council Members | Mgmt | For | For | For |

## B3 SA-Brasil, Bolsa, Balcao

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate? | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.* | | | | |
| 7 | Approve Remuneration of Fiscal Council Members | Mgmt | For | For | For |

## Bakkafrost P/F

**Meeting Date:** 04/30/2026 **Country:** Faroe Islands **Ticker:** BAKKA

**Record Date:** 04/23/2026 **Meeting Type:** Annual

**Primary Security ID:** K0840B107

**Shares Voted:** 260

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Approve Report of Board | Mgmt | For | For | For |
| 3 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of DKK 3.45 Per Share | Mgmt | For | For | For |
| 5a | Reelect Gudrid Hojgaard as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Runi Hansen, Annika Frederiksberg, Gudrid Hojgaard, Teitur Samuelsen, and Einar Wathne is warranted for lack of diversity on the board. A vote AGAINST nominee Teitur Samuelsen is also warranted due to his position as a non-independent chair of the audit committee. A vote FOR Henrik Heiberg is warranted.* | | | | |
| 5b | Reelect Annika Frederiksberg as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Runi Hansen, Annika Frederiksberg, Gudrid Hojgaard, Teitur Samuelsen, and Einar Wathne is warranted for lack of diversity on the board. A vote AGAINST nominee Teitur Samuelsen is also warranted due to his position as a non-independent chair of the audit committee. A vote FOR Henrik Heiberg is warranted.* | | | | |
| 5c | Reelect Einar Wathne as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Runi Hansen, Annika Frederiksberg, Gudrid Hojgaard, Teitur Samuelsen, and Einar Wathne is warranted for lack of diversity on the board. A vote AGAINST nominee Teitur Samuelsen is also warranted due to his position as a non-independent chair of the audit committee. A vote FOR Henrik Heiberg is warranted.* | | | | |

# Bakkafrost P/F

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5d | Reelect Teitur Samuelsen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Runi Hansen, Annika Frederiksberg, Gudrid Hojgaard, Teitur Samuelsen, and Einar Wathne is warranted for lack of diversity on the board. A vote AGAINST nominee Teitur Samuelsen is also warranted due to his position as a non-independent chair of the audit committee. A vote FOR Henrik Heiberg is warranted.* | | | | |
| 5e | Elect Henrik Heiberg as Director | Mgmt | For | For | For |
| 6 | Reelect Runi M. Hansen (Chair) as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Runi Hansen, Annika Frederiksberg, Gudrid Hojgaard, Teitur Samuelsen, and Einar Wathne is warranted for lack of diversity on the board. A vote AGAINST nominee Teitur Samuelsen is also warranted due to his position as a non-independent chair of the audit committee. A vote FOR Henrik Heiberg is warranted.* | | | | |
| 7a | Approve Remuneration of Directors in the Amount of DKK 552,600 for Chair and DKK 276,300 for Other Directors | Mgmt | For | For | For |
| 7b | Approve Remuneration of Audit Committee | Mgmt | For | For | For |
| 7c | Approve Remuneration of Remuneration Committee | Mgmt | For | For | For |
| 8a | Reelect Gunnar i Lida as Member of Nominating Committee | Mgmt | For | For | For |
| 8b | Reelect Rogvi Jacobsen as Member of Nominating Committee | Mgmt | For | For | For |
| 8c | Reelect Gunnar i Lida as Chair of Nominating Committee | Mgmt | For | For | For |
| 9 | Approve Remuneration of Election Committee | Mgmt | For | For | For |
| 10 | Ratify P/F Januar as Auditors | Mgmt | For | For | For |
| 11a | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to the lack of disclosure of termination arrangements and variable remuneration plans. The continued failure to address shareholders' concerns about the remuneration policy is significantly concerning.* | | | | |
| 11b | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 12a | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 12b | Amend Articles Re: Nomination Committee | Mgmt | For | For | For |

# Banque Cantonale Vaudoise

**Meeting Date:** 04/30/2026 **Country:** Switzerland **Ticker:** BCVN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H04825354

**Shares Voted:** 2,585

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Receive Executive Management Report (Non-Voting) | Mgmt | | | |
| 3.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3.2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of CHF 4.40 per Share | Mgmt | For | For | For |
| 5.1 | Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million | Mgmt | For | For | For |
| 5.2 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million | Mgmt | For | For | For |
| 5.3 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.3 Million | Mgmt | For | For | For |
| 5.4 | Approve Long-Term Variable Remuneration of Executive Committee in Form of 9,952 Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Fixed compensation (Items 5.2) A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Short-term variable compensation (Item 5.3) A vote FOR this proposal is warranted because the proposal is broadly line with market practice, considering disclosure of the underlying financial target and achieved result, and that payouts do not appear excessive at this time. However, it is not without some concerns: * The company does not provide detailed information regarding qualitative targets, or the rationale for the qualitative assessment. Nevertheless, the company does indicate that the qualitative assessment resulted in no adjustment. Long-term variable compensation (Item 5.4) A vote AGAINST this proposal is warranted because: * The report does not provide disclosure of the economic profit targets applied or the results achieved for prior cycles, which inhibits an assessment of the rigor of the plan. Moreover, there is no detailed or quantitative disclosure for the achievement of strategic and qualitative objectives, even though these act as a modifier to the overall share allocation. This issue raises concern in the context of the pay-for-performance alignment, with the company's annualized three-year TSR having underperformed broader GICS and Index peers.* | | | | |
| 6 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 7.1 | Amend Articles Re: Editorial Changes | Mgmt | For | For | For |
| 7.2 | Amend Articles Re: Voting Rights | Mgmt | For | For | For |
| 7.3 | Amend Articles Re: Board of Directors Term of Office | Mgmt | For | For | For |
| 8 | Designate Christophe Wilhelm as Independent Proxy | Mgmt | For | For | For |

## Banque Cantonale Vaudoise

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |
| 10 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## BB Seguridade Participacoes SA

**Meeting Date:** 04/30/2026 **Country:** Brazil **Ticker:** BBSE3

**Record Date:** **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** P1R1WJ103

**Shares Voted:** 45,753

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Article 5 to Reflect Changes in Capital | Mgmt | For | For | For |

## BB Seguridade Participacoes SA

**Meeting Date:** 04/30/2026 **Country:** Brazil **Ticker:** BBSE3

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** P1R1WJ103

**Shares Voted:** 45,753

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2025 | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 3 | Approve Remuneration of Company's Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company's disclosure lacks transparency regarding key remuneration figures.* | | | | |
| 4 | Approve Remuneration of Fiscal Council Members | Mgmt | For | For | For |
| 5 | Approve Remuneration of Audit Committee | Mgmt | For | For | For |
| 6 | Approve Remuneration of Risk and Capital Committee | Mgmt | For | For | For |

# BB Seguridade Participacoes SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Remuneration of the Independent Member of the Related Party Transactions Committee | Mgmt | For | For | For |
| 8.1 | Elect Marcelo Henrique Gomes da Silva as Fiscal Council Member and Gibran Felippe as Alternate (Appointed by Banco do Brasil) | Mgmt | For | For | For |
| 8.2 | Elect Clayton Luiz Montes as Fiscal Council Member and Bruno Cirilo Mendonca de Campos as Alternate (Representative of the National Treasury) | Mgmt | For | For | For |
| 8.3 | Elect Fernando Dal Ri Murcia as Fiscal Council Member and Valdir Augusto de Assuncao as Alternate (Appointed by Real Investor) | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted because: The company has provided detailed biographical information of the nominees; and There are no known problems regarding the fiscal council.* | | | | |
| 9.1 | Elect Joao Vagnes de Moura Silva as Director (Appointed by Banco do Brasil) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Gilberto Lourenco da Aparecida is warranted for lack of diversity on the board. A vote AGAINST non-independent director nominees Delano Valentim de Andrade, Rogerio da Veiga, Joao Vagnes de Moura Silva, and Joao Paulo de Resende is warranted given the proposed board's overall lack of independence.* | | | | |
| 9.2 | Elect Gilberto Lourenco da Aparecida as Independent Director (Appointed by Banco do Brasil) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Gilberto Lourenco da Aparecida is warranted for lack of diversity on the board. A vote AGAINST non-independent director nominees Delano Valentim de Andrade, Rogerio da Veiga, Joao Vagnes de Moura Silva, and Joao Paulo de Resende is warranted given the proposed board's overall lack of independence.* | | | | |
| 9.3 | Elect Delano Valentim de Andrade as Director (CEO of BB Seguridade) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Gilberto Lourenco da Aparecida is warranted for lack of diversity on the board. A vote AGAINST non-independent director nominees Delano Valentim de Andrade, Rogerio da Veiga, Joao Vagnes de Moura Silva, and Joao Paulo de Resende is warranted given the proposed board's overall lack of independence.* | | | | |
| 9.4 | Elect Joao Paulo de Resende as Director (Appointed by Uniao) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Gilberto Lourenco da Aparecida is warranted for lack of diversity on the board. A vote AGAINST non-independent director nominees Delano Valentim de Andrade, Rogerio da Veiga, Joao Vagnes de Moura Silva, and Joao Paulo de Resende is warranted given the proposed board's overall lack of independence.* | | | | |
| 9.5 | Elect Rogerio da Veiga as Director (Appointed by Uniao) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Gilberto Lourenco da Aparecida is warranted for lack of diversity on the board. A vote AGAINST non-independent director nominees Delano Valentim de Andrade, Rogerio da Veiga, Joao Vagnes de Moura Silva, and Joao Paulo de Resende is warranted given the proposed board's overall lack of independence.* | | | | |

# BB Seguridade Participacoes SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | If Voting FOR on Item 10, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting. | Mgmt | | | |
| 10 | In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 10, 11.1-11.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 11.1 | Percentage of Votes to Be Assigned - Elect Joao Vagnes de Moura Silva as Director (Appointed by Banco do Brasil) | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 10, 11.1-11.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 11.2 | Percentage of Votes to Be Assigned - Elect Gilberto Lourenco da Aparecida as Independent Director (Appointed by Banco do Brasil) | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 10, 11.1-11.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 11.3 | Percentage of Votes to Be Assigned - Elect Delano Valentim de Andrade as Director (CEO of BB Seguridade) | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 10, 11.1-11.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 11.4 | Percentage of Votes to Be Assigned - Elect Joao Paulo de Resende as Director (Appointed by Uniao) | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 10, 11.1-11.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |

## BB Seguridade Participacoes SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11.5 | Percentage of Votes to Be Assigned - Elect Rogerio da Veiga as Director (Appointed by Uniao) | Mgmt | None | Abstain | Abstain |

*Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 10, 11.1-11.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.*

## Boston Scientific Corporation

**Meeting Date:** 04/30/2026 **Country:** USA **Ticker:** BSX

**Record Date:** 03/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 101137107

**Shares Voted:** 19,488

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director David C. Habiger | Mgmt | For | For | For |
| 1b | Elect Director Edward J. Ludwig | Mgmt | For | For | For |
| 1c | Elect Director Michael F. Mahoney | Mgmt | For | For | For |
| 1d | Elect Director Jessica L. Mega | Mgmt | For | For | For |
| 1e | Elect Director Susan E. Morano | Mgmt | For | For | For |
| 1f | Elect Director Cheryl Pegus | Mgmt | For | For | For |
| 1g | Elect Director Cathy R. Smith | Mgmt | For | For | For |
| 1h | Elect Director Christophe P. Weber | Mgmt | For | For | For |
| 1i | Elect Director David S. Wichmann | Mgmt | For | For | For |
| 1j | Elect Director Ellen M. Zane | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |
| 6 | Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers | Mgmt | For | For | For |

## Boston Scientific Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold | Mgmt | For | For | For |
| 8 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' rights.* | | | | |

## Cairn Homes Plc

**Meeting Date:** 04/30/2026 **Country:** Ireland **Ticker:** C5H

**Record Date:** 04/26/2026 **Meeting Type:** Annual

**Primary Security ID:** G1858L107

**Shares Voted:** 5,226

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4a | Re-elect Bernard Byrne as Director | Mgmt | For | For | For |
| 4b | Re-elect Michael Stanley as Director | Mgmt | For | For | For |
| 4c | Re-elect Richard Ball as Director | Mgmt | For | For | For |
| 4d | Re-elect Linda Hickey as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Linda Hickey, Orla O'Gorman, and Julie Sinnamon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted because no other significant concerns have been identified.* | | | | |
| 4e | Re-elect Orla O'Connor as Director | Mgmt | For | For | For |
| 4f | Re-elect Orla O'Gorman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Linda Hickey, Orla O'Gorman, and Julie Sinnamon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted because no other significant concerns have been identified.* | | | | |
| 4g | Re-elect Julie Sinnamon as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Linda Hickey, Orla O'Gorman, and Julie Sinnamon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted because no other significant concerns have been identified.* | | | | |
| 5 | Ratify Ernst & Young Chartered Accountants as Auditors | Mgmt | For | For | For |

## Cairn Homes Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 7 | Authorise Issue of Equity | Mgmt | For | For | For |
| 8 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 9 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 10 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 11 | Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market | Mgmt | For | For | For |
| 12 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Corning Incorporated

**Meeting Date:** 04/30/2026 **Country:** USA **Ticker:** GLW

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 219350105

**Shares Voted:** 18,635

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Ami Badani | Mgmt | For | For | For |
| 1b | Elect Director Leslie A. Brun | Mgmt | For | For | For |
| 1c | Elect Director Stephanie A. Burns | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Pamela J. Craig | Mgmt | For | For | For |
| 1e | Elect Director Robert F. Cummings, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Roger W. Ferguson, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Thomas D. French | Mgmt | For | For | For |
| 1h | Elect Director Daniel P. Huttenlocher | Mgmt | For | For | For |

## Corning Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1i | Elect Director Kevin J. Martin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Wendell P. Weeks | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; - Modified single-trigger provision in change-in-control agreements; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chair of the board.* | | | | |

## Drax Group Plc

**Meeting Date:** 04/30/2026 **Country:** United Kingdom **Ticker:** DRX

**Record Date:** 04/28/2026 **Meeting Type:** Annual

**Primary Security ID:** G2904K127

**Shares Voted:** 1,648

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Elect Frank Lemmink as Director | Mgmt | For | For | For |
| 6 | Elect Mark Clare as Director | Mgmt | For | For | For |
| 7 | Re-elect Andrea Bertone as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrea Bertone, David Nussbaum and John Baxter is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8 | Re-elect Will Gardiner as Director | Mgmt | For | For | For |
| 9 | Re-elect John Baxter as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrea Bertone, David Nussbaum and John Baxter is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

## Drax Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Re-elect Kim Keating as Director | Mgmt | For | For | For |
| 11 | Re-elect David Nussbaum as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrea Bertone, David Nussbaum and John Baxter is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Re-elect Erika Peterman as Director | Mgmt | For | For | For |
| 13 | Re-elect Rob Shuter as Director | Mgmt | For | For | For |
| 14 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 22 | Amend Long Term Incentive Plan | Mgmt | For | For | For |

## Ferguson Enterprises Inc.

**Meeting Date:** 04/30/2026 **Country:** USA **Ticker:** FERG
**Record Date:** 03/03/2026 **Meeting Type:** Annual
**Primary Security ID:** 31488V107

**Shares Voted:** 1,739

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Rekha Agrawal | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Kelly Baker | Mgmt | For | For | For |
| 1c | Elect Director Rick Beckwitt | Mgmt | For | For | For |
| 1d | Elect Director Bill Brundage | Mgmt | For | For | For |

## Ferguson Enterprises Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Geoff Drabble | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Cathy Halligan | Mgmt | For | For | For |
| 1g | Elect Director Brian May | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director James S. Metcalf | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Kevin Murphy | Mgmt | For | For | For |
| 1j | Elect Director Alan Murray | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director Suzanne Wood | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Fibra Uno Administracion SA de CV

**Meeting Date:** 04/30/2026 **Country:** Mexico **Ticker:** FUNO11

**Record Date:** 04/22/2026 **Meeting Type:** Annual

**Primary Security ID:** P3515D163

**Shares Voted:** 370,088

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Holders of REITs - ISIN MXCFFU000001 | Mgmt | | | |
| 1.i | Accept Reports of Audit, Corporate Practices, Nominating and Remuneration Committees | Mgmt | For | For | For |
| 1.ii | Accept Technical Committee Report on Compliance in Accordance to Article 172 of General Mercantile Companies Law | Mgmt | For | For | For |
| 1.iii | Accept Report of Trust Managers in Accordance to Article 44-XI of Securities Market Law, Including Technical Committee's Opinion on that Report | Mgmt | For | For | For |

# Fibra Uno Administracion SA de CV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.iv | Accept Technical Committee Report on Operations and Activities Undertaken | Mgmt | For | For | For |
| 2 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 3 | Ratify Irma Adriana Gomez Cavazosas Member of Technical Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Andre El-Mann Arazi, Isidoro Attie Laniado, Antonio Hugo Franck Cabrera, Ruben Goldberg Javkin, and Irma Adriana Gomez Cavazos is warranted for lack of diversity on the board. However, the company has bundled the election of other directors under Item 9, preventing shareholders from voting individually on each nominee.* | | | | |
| 4 | Ratify Antonio Hugo Franck Cabrera as Member of Technical Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Andre El-Mann Arazi, Isidoro Attie Laniado, Antonio Hugo Franck Cabrera, Ruben Goldberg Javkin, and Irma Adriana Gomez Cavazos is warranted for lack of diversity on the board. However, the company has bundled the election of other directors under Item 9, preventing shareholders from voting individually on each nominee.* | | | | |
| 5 | Ratify Ruben Goldberg Javkin as Member of Technical Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Andre El-Mann Arazi, Isidoro Attie Laniado, Antonio Hugo Franck Cabrera, Ruben Goldberg Javkin, and Irma Adriana Gomez Cavazos is warranted for lack of diversity on the board. However, the company has bundled the election of other directors under Item 9, preventing shareholders from voting individually on each nominee.* | | | | |
| 6 | Ratify Jose Antonio Meade Kuribrena as Member of Technical Committee | Mgmt | For | For | For |
| 7 | Proposal of Nominations and Compensation Committee to Elect Accept Maria del Mar Torreblanca as Member of Technical Committee; Accept Resignation of Herminio Blanco Mendoza as Member of Technical Committee | Mgmt | For | For | For |
| 8 | Approve Remuneration of Technical Committee Members | Mgmt | For | For | For |
| 9 | Receive Controlling's Report on Ratification of Members and Alternates of Technical Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Andre El-Mann Arazi, Isidoro Attie Laniado, Antonio Hugo Franck Cabrera, Ruben Goldberg Javkin, and Irma Adriana Gomez Cavazos is warranted for lack of diversity on the board. However, the company has bundled the election of other directors under Item 9, preventing shareholders from voting individually on each nominee.* | | | | |
| 10 | Approve Nominations and Compensation Committee's Recommendation to Align Sustainability KPI (Key Performance Indicator) of Executive Compensation Plan | Mgmt | For | For | For |
| 11 | Appoint Legal Representatives | Mgmt | For | For | For |
| 12 | Approve Minutes of Meeting | Mgmt | For | For | For |

# Gilead Sciences, Inc.

**Meeting Date:** 04/30/2026 **Country:** USA **Ticker:** GILD
**Record Date:** 03/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 375558103

**Shares Voted:** 16,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jacqueline K. Barton | Mgmt | For | For | For |
| 1b | Elect Director Jeffrey A. Bluestone | Mgmt | For | For | For |
| 1c | Elect Director Sandra J. Horning | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Kelly A. Kramer | Mgmt | For | For | For |
| 1e | Elect Director Ted W. Love | Mgmt | For | For | For |
| 1f | Elect Director Harish M. Manwani | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Daniel P. O'Day | Mgmt | For | For | For |
| 1h | Elect Director Javier J. Rodriguez | Mgmt | For | For | For |
| 1i | Elect Director Anthony Welters | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 6 | Report on Impact of Extended Patent Exclusivities on Patient Access | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to extended patent exclusivities. Moreover, the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation, and operational risks to the company.* | | | | |
| 7 | Report on Risks of Using ESG and DEI Metrics in Executive Compensation | SH | Against | Against | Against |

# Global Payments Inc.

**Meeting Date:** 04/30/2026 **Country:** USA **Ticker:** GPN
**Record Date:** 03/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 37940X102

**Shares Voted:** 1,739

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director M. Troy Woods | Mgmt | For | For | For |
| 1b | Elect Director Cameron M. Bready | Mgmt | For | For | For |
| 1c | Elect Director F. Thaddeus Arroyo | Mgmt | For | For | For |
| 1d | Elect Director John G. Bruno | Mgmt | For | For | For |
| 1e | Elect Director Archana "Archie" Deskus | Mgmt | For | For | For |
| 1f | Elect Director Joia M. Johnson | Mgmt | For | For | For |
| 1g | Elect Director Kirsten M. Kliphouse | Mgmt | For | For | For |
| 1h | Elect Director Connie D. McDaniel | Mgmt | For | For | For |
| 1i | Elect Director Joseph H. Osnoss | Mgmt | For | For | For |
| 1j | Elect Director William B. Plummer | Mgmt | For | For | For |
| 1k | Elect Director Vivek Sankaran | Mgmt | For | For | For |
| 1l | Elect Director Patricia "Patty" A. Watson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The STIP was based entirely on objective financial metrics, and the LTIP was half performance-based and utilized a growth metric over a multi-year performance period. Nevertheless, there are significant concerns regarding incomplete LTIP goal disclosure, for both 2025 awards and the 2023-25 closing cycle. This concern is compounded by successive increases in the CEO's LTI target grant value and by the substantial increase in the number of shares underlying his award, which decisions were made while shareholders have experienced sustained losses. In light of these concerns, a vote AGAINST this proposal is warranted.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.03 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 4 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |

## Grupo Mexico S.A.B. de C.V.

**Meeting Date:** 04/30/2026 **Country:** Mexico **Ticker:** GMEXICOB
**Record Date:** 04/22/2026 **Meeting Type:** Annual
**Primary Security ID:** P49538112

**Shares Voted:** 29,370

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Present Report on Compliance with Fiscal Obligations | Mgmt | For | For | For |
| 3 | Approve Allocation of Income | Mgmt | For | For | For |
| 4 | Approve Policy Related to Acquisition of Own Shares; Set Aggregate Nominal Amount of Share Repurchase Reserve | Mgmt | For | For | For |
| 5 | Approve Discharge of Board of Directors, Executive Chair and Board Committees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted for the following reasons: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board and executive management to proficiently guard against and manage material environmental, social, and governance risks. * Withholding the formal discharge of the board should be construed as sending a strong message to the board on the need to more effectively supervise the management of ESG risks to the company and its shareholders, as well as enable shareholders to pursue legal action for, among other topics, inadequate oversight of ESG risk exposures. The company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 6 | Ratify Auditors | Mgmt | For | For | For |
| 7 | Elect and/or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairs and Members of Board Committees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.* | | | | |
| 8 | Approve Granting/Withdrawal of Powers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because lack of timely disclosure regarding the proposed granting or withdrawing of powers prevents international institutional shareholders from making an informed voting decision.* | | | | |
| 9 | Approve Remuneration of Directors and Members of Board Committees | Mgmt | For | For | For |
| 10 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Hammerson Plc

**Meeting Date:** 04/30/2026 **Country:** United Kingdom **Ticker:** HMSO
**Record Date:** 04/28/2026 **Meeting Type:** Annual
**Primary Security ID:** G4273Q206

# Hammerson Plc

**Shares Voted:** 3,060

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Amendments to the Rules of the Restricted Share Scheme | Mgmt | For | For | For |
| 5 | Approve Final Dividend | Mgmt | For | For | For |
| 6 | Re-elect Habib Annous as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Robert (Rob) Noel, Michael (Mike) Butterworth, Habib Annous, Adam Metz and Carol Welch is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7 | Re-elect Mike Butterworth as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Robert (Rob) Noel, Michael (Mike) Butterworth, Habib Annous, Adam Metz and Carol Welch is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8 | Elect Michelle McGrath as Director | Mgmt | For | For | For |
| 9 | Re-elect Adam Metz as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Robert (Rob) Noel, Michael (Mike) Butterworth, Habib Annous, Adam Metz and Carol Welch is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Robert Noel as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Robert (Rob) Noel, Michael (Mike) Butterworth, Habib Annous, Adam Metz and Carol Welch is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect Himanshu Raja as Director | Mgmt | For | For | For |
| 12 | Re-elect Carol Welch as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Robert (Rob) Noel, Michael (Mike) Butterworth, Habib Annous, Adam Metz and Carol Welch is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Elect Rob Wilkinson as Director | Mgmt | For | For | For |
| 14 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Hammerson Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Healthpeak Properties, Inc.

**Meeting Date:** 04/30/2026 **Country:** USA **Ticker:** DOC

**Record Date:** 03/03/2026 **Meeting Type:** Annual

**Primary Security ID:** 42250P103

**Shares Voted:** 14,284

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Scott M. Brinker | Mgmt | For | For | For |
| 1b | Elect Director Katherine M. Sandstrom | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director John T. Thomas | Mgmt | For | For | For |
| 1d | Elect Director Brian G. Cartwright | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director James B. Connor | Mgmt | For | For | For |
| 1f | Elect Director R. Kent Griffin, Jr. | Mgmt | For | For | For |
| 1g | Elect Director Sara G. Lewis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Ava E. Lias-Booker | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Richard A. Weiss | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

# Interpump Group SpA

**Meeting Date:** 04/30/2026 **Country:** Italy **Ticker:** IP
**Record Date:** 04/21/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** T5513W107

**Shares Voted:** 338

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| | Management Proposals | Mgmt | | | |
| O1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| O2 | Approve Allocation of Income and Dividend Distribution | Mgmt | For | For | For |
| O3 | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST due to concerns over the robustness and stringency embedded in the short-term incentive design. The award of maximum payouts to the executive chairman in all but one year together with the below par retrospective disclosure does not help mitigate these concerns. Moreover, the disclosure provided on the one-off bonuses remains insufficiently detailed.* | | | | |
| O4 | Fix Number of Directors | Mgmt | For | For | For |
| O5 | Fix Board Terms for Directors | Mgmt | For | For | For |
| | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| O6A | Slate 1 Submitted by Gruppo IPG Holding SpA | SH | None | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST this slate because: * Shareholders can support only one slate. * Slate 2 is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action. * This slate contains one candidate that is over-boarded and another candidate that will be deemed over-boarded if elected.* | | | | |
| O6B | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | For | For |
| | *Voting Policy Rationale: This resolution warrants a vote FOR because: * Shareholders can support only one slate. * This slate has been put forth by minority shareholders, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carry out an effective oversight on the management's behavior. * Candidates on this list have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni.* | | | | |
| | Shareholder Proposal Submitted by Gruppo IPG Holding SpA | Mgmt | | | |
| O6.1 | Deliberations Pursuant to Article 2390 of Civil Code Re: Authorize Elena Iotti to Retain Her Position as Independent Director of Emak SpA | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a FOR as no material concerns have been identified at this stage in connection with the proposed authorization.* | | | | |
| | Management Proposals | Mgmt | | | |

## Interpump Group SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| O7 | Elect Board Chair | Mgmt | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because full disclosure on the proposed nominee to the board chair position has been provided and no major concerns have been identified. This is not without highlighting that the proposed nominee is the company's lead executive and reference shareholder.* | | | | |
| O8 | Approve Remuneration of Directors | Mgmt | For | For | For |
| | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| O9A | Slate 1 Submitted by Gruppo IPG Holding SpA | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because: * Shareholders can support only one slate. * Supporting this slate would ensure that the chairperson of the board of statutory auditors is appointed from the slate proposed by institutional investors.* | | | | |
| O9B | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: * Shareholders can support only one slate. * All proposed candidates under both slates possess the professional experience to fulfill their role of statutory auditors. * Supporting Slate 1 would ensure that the chairperson of the statutory auditor board is appointed from the slate proposed by institutional investors.* | | | | |
| | Management Proposals | Mgmt | | | |
| O10 | Approve Internal Auditors' Remuneration | Mgmt | For | For | For |
| O11 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| E1 | Approve Capital Increase without Preemptive Rights | Mgmt | For | For | For |

## Intesa Sanpaolo SpA

**Meeting Date:** 04/30/2026 **Country:** Italy **Ticker:** ISP
**Record Date:** 04/21/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** T55067101

**Shares Voted:** 160,432

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 0010 | Approve Accounting Transfers | Mgmt | For | For | For |
| 0020 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 0030 | Approve Allocation of Income and Distribution of Dividend and Part of the Share Premium Reserve | Mgmt | For | For | For |

## Intesa Sanpaolo SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 0040 | Approve Remuneration Policy | Mgmt | For | For | For |
| 0050 | Approve Second Section of the Remuneration Report | Mgmt | For | For | For |
| 0060 | Approve Severance Payments Policy | Mgmt | For | For | For |
| 0070 | Approve 2026 Annual Incentive Plan | Mgmt | For | For | For |
| 0080 | Approve 2026-2029 Performance Share Plan Long-term Incentive Plan Reserved for the Management of the Intesa Sanpaolo Group | Mgmt | For | For | For |
| 0090 | Approve 2026-2029 LECOIP Long-term Incentive Plan Reserved for the Professionals of the Intesa Sanpaolo Group | Mgmt | For | For | For |
| 0100 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 0110 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans | Mgmt | For | For | For |
| 0120 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 0130 | Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5 | Mgmt | For | For | For |
| 0140 | Authorize Board to Increase Capital to Service 2022-2025 Performance Share Plan Long-term Incentive Plan; Amend Article 5 | Mgmt | For | For | For |
| 0150 | Authorize Board to Increase Capital to Service 2026-2029 LECOIP Long-term Incentive Plan; Amend Article 5 | Mgmt | For | For | For |
| 0160 | Authorize Board to Increase Capital to Service 2026-2029 Performance Share Plan Long-term Incentive Plan; Amend Article 5 | Mgmt | For | For | For |

## Intuitive Surgical, Inc.

**Meeting Date:** 04/30/2026 **Country:** USA **Ticker:** ISRG

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 46120E602

## Intuitive Surgical, Inc.

**Shares Voted:** 4,021

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Craig H. Barratt | Mgmt | For | For | For |
| 1b | Elect Director Joseph C. Beery | Mgmt | For | For | For |
| 1c | Elect Director Lewis Chew | Mgmt | For | For | For |
| 1d | Elect Director Gary S. Guthart | Mgmt | For | For | For |
| 1e | Elect Director Sreelakshmi Kolli | Mgmt | For | For | For |
| 1f | Elect Director Amy L. Ladd | Mgmt | For | For | For |
| 1g | Elect Director Keith R. Leonard, Jr. | Mgmt | For | For | For |
| 1h | Elect Director Jami Dover Nachtsheim | Mgmt | For | For | For |
| 1i | Elect Director Monica P. Reed | Mgmt | For | For | For |
| 1j | Elect Director David J. Rosa | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Kao Corp.

**Meeting Date:** 04/30/2026 **Country:** Japan **Ticker:** 4452

**Record Date:** 03/26/2026 **Meeting Type:** Special

**Primary Security ID:** J30642169

**Shares Voted:** 2,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Appoint Three Individuals to Investigate Status of Operations and Property of the Company including Potential Failures of Risk Management, Internal Controls and Board Oversight related to Palm Oil, Paper and Pulp Supply Chains | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proponent has raised serious, valid concerns about the materiality of the supply chain risks, the presence of regulatory enforcement exposure, and unresolved transparency and governance concerns. * The proposed shareholder-mandated independent investigation seems preferable to a company-commissioned investigation, as it is more likely to restore investor confidence in the company oversight of its supply chain risks. * The shareholder-requested investigation does not appear to be overly burdensome, and the requestor would compensate the investigators for any portion of investigation costs that exceeds reasonable compensation to be borne by the company.*

# Kardex Holding AG

**Meeting Date:** 04/30/2026 **Country:** Switzerland **Ticker:** KARN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H44577189

**Shares Voted:** 36

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 1.3 | Approve Non-Financial Report (Non-Binding) | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 6.00 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1.1 | Reelect Philipp Buhofer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Buhofer, Eugen Elmiger, and Maria Vacalli is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4.1.2 | Reelect Eugen Elmiger as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Buhofer, Eugen Elmiger, and Maria Vacalli is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4.1.3 | Reelect Andreas Haeberli as Director | Mgmt | For | For | For |
| 4.1.4 | Reelect Jennifer Maag as Director | Mgmt | For | For | For |
| 4.1.5 | Reelect Maria Vacalli as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Buhofer, Eugen Elmiger, and Maria Vacalli is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4.1.6 | Reelect Felix Thoeni as Director | Mgmt | For | For | For |
| 4.2 | Reelect Felix Thoeni as Board Chair | Mgmt | For | For | For |
| 4.3.1 | Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Buhofer, Eugen Elmiger, and Maria Vacalli is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4.3.2 | Reappoint Eugen Elmiger as Member of the Compensation and Nomination Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Buhofer, Eugen Elmiger, and Maria Vacalli is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

## Kardex Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.3.3 | Reappoint Maria Vacalli as Member of the Compensation and Nomination Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Philipp Buhofer, Eugen Elmiger, and Maria Vacalli is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4.4 | Designate Wenger Vieli AG as Independent Proxy | Mgmt | For | For | For |
| 4.5 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the audit firm has been engaged for more than 10 years without a public tender process.* | | | | |
| 5.1 | Approve Remuneration of Directors in the Amount of CHF 1.2 Million | Mgmt | For | For | For |
| 5.2 | Approve Remuneration of Executive Committee in the Amount of CHF 5.7 Million | Mgmt | For | For | For |
| 6 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Kinross Gold Corporation

**Meeting Date:** 04/30/2026 **Country:** Canada **Ticker:** K
**Record Date:** 03/05/2026 **Meeting Type:** Annual
**Primary Security ID:** 496902404

**Shares Voted:** 19,294

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director George V. Albino | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Albino, Ave Lethbridge and Michael Lewis for lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Glenn A. Ives | Mgmt | For | For | For |
| 1.3 | Elect Director Ave G. Lethbridge | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Albino, Ave Lethbridge and Michael Lewis for lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Michael A. Lewis | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members George Albino, Ave Lethbridge and Michael Lewis for lack of diversity on the board.* | | | | |
| 1.5 | Elect Director Candace J. MacGibbon | Mgmt | For | For | For |
| 1.6 | Elect Director Elizabeth D. McGregor | Mgmt | For | For | For |

## Kinross Gold Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director Kelly J. Osborne | Mgmt | For | For | For |
| 1.8 | Elect Director George N. Paspalas | Mgmt | For | For | For |
| 1.9 | Elect Director J. Paul Rollinson | Mgmt | For | For | For |
| 1.10 | Elect Director David A. Scott | Mgmt | For | For | For |
| 2 | Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Knorr-Bremse AG

**Meeting Date:** 04/30/2026 **Country:** Germany **Ticker:** KBX

**Record Date:** 04/08/2026 **Meeting Type:** Annual

**Primary Security ID:** D4S43E114

**Shares Voted:** 9,604

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 1.90 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5a | Ratify KPMG AG as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2026 | Mgmt | For | For | For |
| 5b | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company continues to apply upwards adjustments to the STI financial metrics without robust disclosure of the underlying considerations. Though the rationale in principle is acknowledged, this action raises concern in the context of frequent discretionary actions that are not supported by compelling explanations, as well as further upwards adjustment via the modifier. * The report does not address lower support on the prior vote, particularly among free float shareholders. * Reported pension contributions can be considered high compared to broader European market practices.*

## Knorr-Bremse AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7a | Elect Reinhard Ploss to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Reinhard Ploss, Kathrin Dahnke, and Julia Thiele-Schuerhoff is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7b | Elect Stephan Sturm to the Supervisory Board | Mgmt | For | For | For |
| 7c | Elect Kathrin Dahnke to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Reinhard Ploss, Kathrin Dahnke, and Julia Thiele-Schuerhoff is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7d | Elect Christian Schloegel to the Supervisory Board | Mgmt | For | For | For |
| 7e | Elect Stefan Sommer to the Supervisory Board | Mgmt | For | For | For |
| 7f | Elect Julia Thiele-Schuerhoff to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Reinhard Ploss, Kathrin Dahnke, and Julia Thiele-Schuerhoff is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8 | Approve Supervisory Board Remuneration Policy | Mgmt | For | For | For |

## M&G Plc

**Meeting Date:** 04/30/2026 **Country:** United Kingdom **Ticker:** MNG

**Record Date:** 04/28/2026 **Meeting Type:** Annual

**Primary Security ID:** G6107R102

**Shares Voted:** 8,521

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Re-elect Clive Adamson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir Edward Braham, Clare Thompson, Clive Adamson, Clare Chapman, Paul Evans, Debasish (Dev) Sanyal, Mechthild Talma Stheeman and Massimo Tosato is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4 | Re-elect Sir Edward Braham as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir Edward Braham, Clare Thompson, Clive Adamson, Clare Chapman, Paul Evans, Debasish (Dev) Sanyal, Mechthild Talma Stheeman and Massimo Tosato is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5 | Re-elect Clare Chapman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir Edward Braham, Clare Thompson, Clive Adamson, Clare Chapman, Paul Evans, Debasish (Dev) Sanyal, Mechthild Talma Stheeman and Massimo Tosato is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

# M&G Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Re-elect Paul Evans as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir Edward Braham, Clare Thompson, Clive Adamson, Clare Chapman, Paul Evans, Debasish (Dev) Sanyal, Mechthild Talma Stheeman and Massimo Tosato is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7 | Re-elect Kathryn McLeland as Director | Mgmt | For | For | For |
| 8 | Re-elect Andrea Rossi as Director | Mgmt | For | For | For |
| 9 | Re-elect Debasish Sanyal as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir Edward Braham, Clare Thompson, Clive Adamson, Clare Chapman, Paul Evans, Debasish (Dev) Sanyal, Mechthild Talma Stheeman and Massimo Tosato is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Elisabeth Stheeman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir Edward Braham, Clare Thompson, Clive Adamson, Clare Chapman, Paul Evans, Debasish (Dev) Sanyal, Mechthild Talma Stheeman and Massimo Tosato is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 11 | Re-elect Clare Thompson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir Edward Braham, Clare Thompson, Clive Adamson, Clare Chapman, Paul Evans, Debasish (Dev) Sanyal, Mechthild Talma Stheeman and Massimo Tosato is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12 | Re-elect Massimo Tosato as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir Edward Braham, Clare Thompson, Clive Adamson, Clare Chapman, Paul Evans, Debasish (Dev) Sanyal, Mechthild Talma Stheeman and Massimo Tosato is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 13 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Approve Amendments to the Rules of M&G Performance Share Plan 2019 and M&G Deferred Incentive Plan 2019 | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity in Relation to the Issue of UK Solvency II Instruments | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of UK Solvency II Instruments | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## M&G Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Metallus Inc.

**Meeting Date:** 04/30/2026 **Country:** USA **Ticker:** MTUS
**Record Date:** 02/27/2026 **Meeting Type:** Annual
**Primary Security ID:** 887399103

**Shares Voted:** 2,782

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Nicholas J. Chirekos | Mgmt | For | For | For |
| 1.2 | Elect Director Randall H. Edwards | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Randall A. Wotring | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Munters Group AB

**Meeting Date:** 04/30/2026 **Country:** Sweden **Ticker:** MTRS
**Record Date:** 04/22/2026 **Meeting Type:** Annual
**Primary Security ID:** W5S77G155

**Shares Voted:** 707

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |

# Munters Group AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 7 | Receive Financial Statements and Statutory Reports; Receive President and CEO Report | Mgmt | | | |
| 8 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9 | Approve Allocation of Income and Dividends of SEK 1.60 Per Share | Mgmt | For | For | For |
| 10a | Approve Discharge of Elizabeth Carey Nugent | Mgmt | For | For | For |
| 10b | Approve Discharge of Sara Boije | Mgmt | For | For | For |
| 10c | Approve Discharge of Helen Fasth Gillstedt | Mgmt | For | For | For |
| 10d | Approve Discharge of CEO Klas Forsstrom | Mgmt | For | For | For |
| 10e | Approve Discharge of Simon Henriksson | Mgmt | For | For | For |
| 10f | Approve Discharge of Maria Hammarskjold Hakansson | Mgmt | For | For | For |
| 10g | Approve Discharge of Julia Jakobsson | Mgmt | For | For | For |
| 10h | Approve Discharge of Anders Lindqvist | Mgmt | For | For | For |
| 10i | Approve Discharge of Magnus Nicolin | Mgmt | For | For | For |
| 10j | Approve Discharge of Kristian Sildeby | Mgmt | For | For | For |
| 10k | Approve Discharge of Sabine Simeon-Aissaoui | Mgmt | For | For | For |
| 10l | Approve Discharge of Robert Wahlgren | Mgmt | For | For | For |
| 11 | Determine Number of Members (8) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 12 | Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 585,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 13a | Reelect Elizabeth Carey Nugent as Director | Mgmt | For | For | For |
| 13b | Reelect Helen Fasth Gillstedt as Director | Mgmt | For | For | For |
| 13c | Reelect Maria Hammarskjold Hakansson as Director | Mgmt | For | For | For |

# Munters Group AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13d | Reelect Anders Lindqvist as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Elizabeth Nugent, Helen Fasth Gillstedt, Maria Hammarskjold Hakansson, Sabine Simeon-Aissaoui, and Stephanie Dismore (Items 13a, 13b, 13c, 13g, and 13h) is warranted due to a lack of concern regarding the suitability of these nominees. Overboarding A vote AGAINST nominee Anders Lindqvist (Item 13d) is warranted due to him being considered overboarded. Remuneration Committee Independence A vote AGAINST nominees Magnus Nicolin and Kristian Sildeby (Items 13e and 13f) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 13e | Reelect Magnus Nicolin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Elizabeth Nugent, Helen Fasth Gillstedt, Maria Hammarskjold Hakansson, Sabine Simeon-Aissaoui, and Stephanie Dismore (Items 13a, 13b, 13c, 13g, and 13h) is warranted due to a lack of concern regarding the suitability of these nominees. Overboarding A vote AGAINST nominee Anders Lindqvist (Item 13d) is warranted due to him being considered overboarded. Remuneration Committee Independence A vote AGAINST nominees Magnus Nicolin and Kristian Sildeby (Items 13e and 13f) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 13f | Reelect Kristian Sildeby as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Elizabeth Nugent, Helen Fasth Gillstedt, Maria Hammarskjold Hakansson, Sabine Simeon-Aissaoui, and Stephanie Dismore (Items 13a, 13b, 13c, 13g, and 13h) is warranted due to a lack of concern regarding the suitability of these nominees. Overboarding A vote AGAINST nominee Anders Lindqvist (Item 13d) is warranted due to him being considered overboarded. Remuneration Committee Independence A vote AGAINST nominees Magnus Nicolin and Kristian Sildeby (Items 13e and 13f) is warranted due to their status as non-independent members of the remuneration committee combined with insufficient overall independence of said committee.* | | | | |
| 13g | Reelect Sabine Simeon-Aissaoui as Director | Mgmt | For | For | For |
| 13h | Elect Stephanie Dismore as New Director | Mgmt | For | For | For |
| 14a | Reelect Magnus Nicolin as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.* | | | | |
| 15 | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 16 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 17a | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 18 | Approve Nomination Committee Procedures | Mgmt | For | For | For |
| 19 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the vesting and performance period of the cash-based LTIP is less than three years.* | | | | |
| 20 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the cash-based LTIP has annual vesting and performance periods.* | | | | |
| 21 | Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights | Mgmt | For | For | For |

## Munters Group AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 22 | Authorize Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 23 | Close Meeting | Mgmt | | | |

## Ningbo Deye Technology Co., Ltd.

**Meeting Date:** 04/30/2026 **Country:** China **Ticker:** 605117
**Record Date:** 04/23/2026 **Meeting Type:** Annual
**Primary Security ID:** Y6368K101

**Shares Voted:** 6,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Financial Statements | Mgmt | For | For | For |
| 3 | Approve Annual Report and Summary | Mgmt | For | For | For |
| 4 | Approve Profit Distribution and Capitalization of Capital Reserves | Mgmt | For | For | For |
| 5 | Approve Use of Idle Own Funds for Cash Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.* | | | | |
| 6 | Approve Credit Line Application and External Guarantee | Mgmt | For | For | For |
| 7 | Approve Foreign Exchange Hedging Business | Mgmt | For | For | For |
| 8 | Approve 2025 and 2026 Remuneration of Directors | Mgmt | For | For | For |
| 9 | Approve Change of Company's English Name and Amend Articles of Association | Mgmt | For | For | For |
| 10 | Approve to Amend and Formulate Governance Systems | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.* | | | | |

## Pan American Silver Corp.

**Meeting Date:** 04/30/2026 **Country:** Canada **Ticker:** PAAS
**Record Date:** 03/04/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** 697900108

## Pan American Silver Corp.

**Shares Voted:** 3,167

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Fix Number of Directors at Ten | Mgmt | For | For | For |
| 2.1 | Elect Director John Begeman | Mgmt | For | For | For |
| 2.2 | Elect Director Ignacio Bustamante | Mgmt | For | For | For |
| 2.3 | Elect Director Neil de Gelder | Mgmt | For | For | For |
| 2.4 | Elect Director Chantal Gosselin | Mgmt | For | For | For |
| 2.5 | Elect Director Charles A. Jeannes | Mgmt | For | For | For |
| 2.6 | Elect Director Kimberly Keating | Mgmt | For | For | For |
| 2.7 | Elect Director Jennifer Maki | Mgmt | For | For | For |
| 2.8 | Elect Director Pablo Marcet | Mgmt | For | For | For |
| 2.9 | Elect Director Michael Steinmann | Mgmt | For | For | For |
| 2.10 | Elect Director Gillian D. Winckler | Mgmt | For | For | For |
| 3 | Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 4 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Persimmon Plc

**Meeting Date:** 04/30/2026 **Country:** United Kingdom **Ticker:** PSN

**Record Date:** 04/28/2026 **Meeting Type:** Annual

**Primary Security ID:** G70202109

**Shares Voted:** 2,788

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Remuneration Report | Mgmt | For | For | For |
| 5 | Re-elect Roger Devlin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Roger Devlin, Annemarie Durbin, Anand Aithal, Paula Bell, Alexandra (Alex) Depledge, Colette O'Shea and Andrew Wyllie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 6 | Re-elect Dean Finch as Director | Mgmt | For | For | For |

# Persimmon Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Re-elect Andrew Duxbury as Director | Mgmt | For | For | For |
| 8 | Re-elect Annemarie Durbin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Roger Devlin, Annemarie Durbin, Anand Aithal, Paula Bell, Alexandra (Alex) Depledge, Colette O'Shea and Andrew Wyllie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Re-elect Andrew Wyllie as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Roger Devlin, Annemarie Durbin, Anand Aithal, Paula Bell, Alexandra (Alex) Depledge, Colette O'Shea and Andrew Wyllie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Alexandra Depledge as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Roger Devlin, Annemarie Durbin, Anand Aithal, Paula Bell, Alexandra (Alex) Depledge, Colette O'Shea and Andrew Wyllie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 11 | Re-elect Colette O'Shea as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Roger Devlin, Annemarie Durbin, Anand Aithal, Paula Bell, Alexandra (Alex) Depledge, Colette O'Shea and Andrew Wyllie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12 | Re-elect Paula Bell as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Roger Devlin, Annemarie Durbin, Anand Aithal, Paula Bell, Alexandra (Alex) Depledge, Colette O'Shea and Andrew Wyllie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 13 | Re-elect Anand Aithal as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Roger Devlin, Annemarie Durbin, Anand Aithal, Paula Bell, Alexandra (Alex) Depledge, Colette O'Shea and Andrew Wyllie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 14 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit & Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Approve Amendments to the Rules of 2017 Performance Share Plan | Mgmt | For | For | For |
| 17 | Approve Amendments to the Rules of Savings-Related Share Option Scheme 2018 | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |

## Persimmon Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## RB Global, Inc.

**Meeting Date:** 04/30/2026 **Country:** Canada **Ticker:** RBA
**Record Date:** 03/06/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** 74935Q107

**Shares Voted:** 1,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Fix Number of Directors at Ten | Mgmt | For | For | For |
| 2a | Elect Director Robert George Elton | Mgmt | For | For | For |
| 2b | Elect Director Jim Kessler | Mgmt | For | For | For |
| 2c | Elect Director Brian Bales | Mgmt | For | For | For |
| 2d | Elect Director Adam DeWitt | Mgmt | For | For | For |
| 2e | Elect Director Chloe Harford | Mgmt | For | For | For |
| 2f | Elect Director Gregory B. Morrison | Mgmt | For | For | For |
| 2g | Elect Director Timothy O'Day | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2h | Elect Director Michael Sieger | Mgmt | For | For | For |
| 2i | Elect Director Debbie Stein | Mgmt | For | For | For |
| 2j | Elect Director Carol M. Stephenson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 3 | Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 5 | Empower the Board of Directors to Determine the Number of Directors of the Board Within the Minimum and Maximum Number as Provided in the Articles | Mgmt | For | For | For |

## RB Global, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Amend Articles to Require Shareholder Meetings to be Held in Hybrid Format | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this proposal is warranted. Virtual-only meetings may, among other things, hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. Many investors have expressed a preference for hybrid meetings.*

## Rede D'Or Sao Luiz SA

**Meeting Date:** 04/30/2026 **Country:** Brazil **Ticker:** RDOR3

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** P79942101

**Shares Voted:** 8,357

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2025 | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 3 | Fix Number of Directors at Seven | Mgmt | For | For | For |
| 4 | Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law? | Mgmt | None | Abstain | Abstain |

*Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, and 8.1-8.7. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.*

| | | | | | |
|---|---|---|---|---|---|
| 5 | Elect Directors | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST these items is warranted because: * There is a lack of gender diversity on the board; * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.*

| | | | | | |
|---|---|---|---|---|---|
| 6 | In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate? | Mgmt | None | Against | Against |

*Voting Policy Rationale: A vote AGAINST this request is warranted because potential changes in the board slate composition can impact the board's independence level in a way that cannot be anticipated by shareholders at this time. As such, due to the lack of timely disclosure, international institutional investors are prevented from making an informed voting decision.*

# Rede D'Or Sao Luiz SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | If Voting FOR on Item 7, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting. | Mgmt | | | |
| 7 | In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, and 8.1-8.7. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 8.1 | Percentage of Votes to Be Assigned - Elect Jorge Neval Moll Filho as Director and Jorge Neval Moll Neto as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, and 8.1-8.7. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 8.2 | Percentage of Votes to Be Assigned - Elect Heraclito de Brito Gomes Junior as Director and Paulo Junqueira Moll as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, and 8.1-8.7. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 8.3 | Percentage of Votes to Be Assigned - Elect Pedro Junqueira Moll as Director and Alice Junqueira Moll as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, and 8.1-8.7. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 8.4 | Percentage of Votes to Be Assigned - Elect Andre Francisco Junqueira Moll as Director and Paulo Manuel de Barros Bernardes as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, and 8.1-8.7. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |

# Rede D'Or Sao Luiz SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.5 | Percentage of Votes to Be Assigned - Elect Fernanda Freire Tovar Mollv as Director and Renata Junqueira Moll Bernardes as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, and 8.1-8.7. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 8.6 | Percentage of Votes to Be Assigned - Elect Wolfgang Stephan Schwerdtle as Independent Director and Gustavo Cellet Marques as Alternate | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, and 8.1-8.7. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 8.7 | Percentage of Votes to Be Assigned - Elect Roberto Martins de Souza as Independent Director | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, and 8.1-8.7. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.* | | | | |
| 9 | As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law? | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote for this item is warranted because: * By the time this analysis was concluded, the company had not disclosed an ordinary minority shareholder nominee; and * Lack of timely disclosure prevents institutional shareholders voting by proxy from making informed decisions.* | | | | |
| 10 | Elect Jorge Neval Moll Filho as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these items is warranted because: * There is a lack of gender diversity on the board; * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.* | | | | |
| 11 | Elect Heraclito de Brito Gomes Junior as Board Vice-Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these items is warranted because: * There is a lack of gender diversity on the board; * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.* | | | | |
| 12 | Approve Remuneration of Company's Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Although the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator (CVM), a vote AGAINST this request is warranted because the company reported a non-executive director as its highest-paid administrator for the most recent fiscal year, indicating that a member of the board (generally the non-executive chair) received greater compensation than the remuneration paid to the company's highest-paid executive (generally the CEO). No rationale was disclosed for this concerning pay practice.* | | | | |

## Rede D'Or Sao Luiz SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law? | Mgmt | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted because: * The installation of a fiscal council could potentially improve the company's governance and bring greater corporate oversight; and * The company has disclosed fiscal council nominees.* | | | | |
| 14 | Elect Fiscal Council Members | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate as further discussed under Item 16 of this meeting agenda.* | | | | |
| 15 | In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate? | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.* | | | | |
| 16 | Elect Guilherme Portella Cunha as Fiscal Council Member and Evelyn Veloso Trindade as Alternate Appointed by Minority Shareholder | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted because: * The names of the fiscal council nominee and alternate appointed by minority shareholders have been disclosed; * There is no indication of competing minority ordinary nominees; and * There are no known concerns regarding the proposed minority nominees. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.* | | | | |
| 17 | Approve Remuneration of Fiscal Council Members | Mgmt | For | For | For |

## Ryerson Holding Corporation

**Meeting Date:** 04/30/2026 **Country:** USA **Ticker:** RYZ

**Record Date:** 03/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 783754104

**Shares Voted:** 1,865

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Jacob Kotzubei | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Edward J. Lehner | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Philip E. Norment | Mgmt | For | For | For |

## Ryerson Holding Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan lacks sufficient positive features (overriding factor); - The plan cost is excessive; - The three-year average burn rate is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.* | | | | |
| 4 | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Mgmt | For | For | For |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; - High CEO pay in relation to company peer group CEO median pay levels. - The company has not disclosed any short- and long-term E&S performance incentives; and - The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control.* | | | | |

## Sigmaroc Plc

**Meeting Date:** 04/30/2026 **Country:** United Kingdom **Ticker:** SRC

**Record Date:** 04/28/2026 **Meeting Type:** Annual

**Primary Security ID:** G81267109

**Shares Voted:** 8,196

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Reappoint PKF Littlejohn LLP as Auditors and Authorise Their Remuneration | Mgmt | For | For | For |
| 3 | Re-elect David Barrett as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Barrett, Simon Chisholm and Peter Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted because no other significant concerns have been identified.* | | | | |
| 4 | Re-elect Max Vermorken as Director | Mgmt | For | For | For |
| 5 | Re-elect Jan van Beek as Director | Mgmt | For | For | For |
| 6 | Re-elect Simon Chisholm as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Barrett, Simon Chisholm and Peter Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted because no other significant concerns have been identified.* | | | | |
| 7 | Re-elect Timothy Hall as Director | Mgmt | For | For | For |

## Sigmaroc Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Re-elect Peter Johnson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Barrett, Simon Chisholm and Peter Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted because no other significant concerns have been identified.* | | | | |
| 9 | Re-elect Francesca Medda as Director | Mgmt | For | For | For |
| 10 | Re-elect Axelle Henry as Director | Mgmt | For | For | For |
| 11 | Re-elect Jacques Emsens as Director | Mgmt | For | For | For |
| 12 | Approve Remuneration Report | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 17 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 18 | Amend Articles of Association to Increase the Aggregate Limit of Fees Payable to Directors | Mgmt | For | For | For |

## Silicon Laboratories Inc.

**Meeting Date:** 04/30/2026 **Country:** USA **Ticker:** SLAB
**Record Date:** 03/23/2026 **Meeting Type:** Special
**Primary Security ID:** 826919102

**Shares Voted:** 141

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## Snap-on Incorporated

**Meeting Date:** 04/30/2026 **Country:** USA **Ticker:** SNA
**Record Date:** 03/02/2026 **Meeting Type:** Annual
**Primary Security ID:** 833034101

## Snap-on Incorporated

**Shares Voted:** 872

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director David C. Adams | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Karen L. Daniel | Mgmt | For | For | For |
| 1.3 | Elect Director Ruth Ann M. Gillis | Mgmt | For | For | For |
| 1.4 | Elect Director James P. Holden | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Nathan J. Jones | Mgmt | For | For | For |
| 1.6 | Elect Director Henry W. Knueppel | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director W. Dudley Lehman | Mgmt | For | For | For |
| 1.8 | Elect Director Nicholas T. Pinchuk | Mgmt | For | For | For |
| 1.9 | Elect Director Gregg M. Sherrill | Mgmt | For | For | For |
| 1.10 | Elect Director Donald J. Stebbins | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.11 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## SPIE SA

**Meeting Date:** 04/30/2026 **Country:** France **Ticker:** SPIE

**Record Date:** 04/22/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F8691R101

**Shares Voted:** 671

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |

# SPIE SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 1.08 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Reelect Christopher Delbrück as Director | Mgmt | For | For | For |
| 6 | Reelect Bertrand Finet as Director | Mgmt | For | For | For |
| 7 | Elect Markus Holzke as Director | Mgmt | For | For | For |
| 8 | Approve Compensation of Gauthier Louette, Chairman and CEO | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Chairman and CEO from January 1, 2026 to April 30, 2026 | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Chairman of the Board from May 1, 2026 to December 31, 2026 | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of CEO from May 1, 2026 to December 31, 2026 | Mgmt | For | For | For |
| 12 | Approve Compensation Report | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 14 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 15 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 16 | Authorize Capitalization of Reserves of Up to EUR 15 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 17 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million | Mgmt | For | For | For |
| 18 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.8 Million | Mgmt | For | For | For |

## SPIE SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.8 Million | Mgmt | For | For | For |
| 20 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 21 | Approve Issuance of Equity or Equity-Linked Securities Reserved for One or More Specifically Designated Persons, up to Aggregate Nominal Amount of EUR 7.8 Million | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | Mgmt | For | For | For |
| 24 | Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 25 | Amend Article 17 of Bylaws Re: Age Limit of Chairman of the Board | Mgmt | For | For | For |
| 26 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## St. James's Place Plc

**Meeting Date:** 04/30/2026 **Country:** United Kingdom **Ticker:** STJ

**Record Date:** 04/28/2026 **Meeting Type:** Annual

**Primary Security ID:** G5005D124

**Shares Voted:** 4,633

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Remuneration Policy | Mgmt | For | For | For |
| 5 | Amend Deferred Bonus Plan | Mgmt | For | For | For |

## St. James's Place Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Amend Performance Share Plan | Mgmt | For | For | For |
| 7 | Elect Helen Beck as Director | Mgmt | For | For | For |
| 8 | Elect Penny James as Director | Mgmt | For | For | For |
| 9 | Elect Evelyn Bourke as Director | Mgmt | For | For | For |
| 10 | Re-elect Rooney Anand as Director | Mgmt | For | For | For |
| 11 | Re-elect Mark FitzPatrick as Director | Mgmt | For | For | For |
| 12 | Re-elect Simon Fraser as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Paul Manduca, Simon Fraser and John Hitchins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 13 | Re-elect John Hitchins as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Paul Manduca, Simon Fraser and John Hitchins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 14 | Re-elect Paul Manduca as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Paul Manduca, Simon Fraser and John Hitchins is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 15 | Re-elect Caroline Waddington as Director | Mgmt | For | For | For |
| 16 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise Group Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

# The Weir Group Plc

**Meeting Date:** 04/30/2026 **Country:** United Kingdom **Ticker:** WEIR
**Record Date:** 04/28/2026 **Meeting Type:** Annual
**Primary Security ID:** G95248137

**Shares Voted:** 2,288

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Barbara Jeremiah as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nomination committees members Barbara Jeremiah, Dame Nicola Brewer and Nicholas (Nick) Anderson are warranted for lack of diversity on the board.* | | | | |
| 5 | Re-elect Jon Stanton as Director | Mgmt | For | For | For |
| 6 | Re-elect Brian Puffer as Director | Mgmt | For | For | For |
| 7 | Re-elect Dame Nicola Brewer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nomination committees members Barbara Jeremiah, Dame Nicola Brewer and Nicholas (Nick) Anderson are warranted for lack of diversity on the board.* | | | | |
| 8 | Re-elect Andrew Agg as Director | Mgmt | For | For | For |
| 9 | Re-elect Nicholas Anderson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nomination committees members Barbara Jeremiah, Dame Nicola Brewer and Nicholas (Nick) Anderson are warranted for lack of diversity on the board.* | | | | |
| 10 | Re-elect Penelope Freer as Director | Mgmt | For | For | For |
| 11 | Re-elect Tracey Kerr as Director | Mgmt | For | For | For |
| 12 | Re-elect Bennetor Magara as Director | Mgmt | For | For | For |
| 13 | Appoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## The Weir Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## UCB SA

**Meeting Date:** 04/30/2026 **Country:** Belgium **Ticker:** UCB

**Record Date:** 04/16/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** B93562120

**Shares Voted:** 1,223

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual/Special and Extraordinary Shareholders' Meeting | Mgmt | | | |
| | Ordinary Part | Mgmt | | | |
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 3 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 4 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.45 per Share | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |
| 6 | Approve Discharge of Directors | Mgmt | For | For | For |
| 7 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 8.1 | Reelect Jean-Christophe Tellier as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Jean-Christophe Tellier and Cedric van Rijckevorsel is warranted for lack of diversity on the board.* | | | | |
| 8.2 | Reelect Cedric van Rijckevorsel as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Jean-Christophe Tellier and Cedric van Rijckevorsel is warranted for lack of diversity on the board.* | | | | |
| | Special Part | Mgmt | | | |
| 9 | Approve Renewal of Change-of-Control Clause Re: EMTN Program - Art. 7:151 of the BCCA | Mgmt | For | For | For |
| | Extraordinary Part | Mgmt | | | |

## UCB SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Special Board Report in Accordance with Article 7:199 of the BCCA | Mgmt | | | |
| 2 | Renew Authorization to Increase Share Capital within the Framework of Authorized Capital | Mgmt | For | For | For |
| 3 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |

## Umicore SA

**Meeting Date:** 04/30/2026 **Country:** Belgium **Ticker:** UMI

**Record Date:** 04/16/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** B95505184

**Shares Voted:** 957

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual and Extraordinary Shareholders' Meeting | Mgmt | | | |
| | Annual Meeting Agenda | Mgmt | | | |
| A.1 | Receive Supervisory Board's and Auditors' Reports (Non-Voting) | Mgmt | | | |
| A.2 | Approve Remuneration Report | Mgmt | For | For | For |
| A.3 | Approve Revised Remuneration Policy | Mgmt | For | For | For |
| A.4 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.50 per Share | Mgmt | For | For | For |
| A.5 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| A.6 | Approve Discharge of Supervisory Board Members | Mgmt | For | For | For |
| A.7 | Approve Discharge of Auditors | Mgmt | For | For | For |
| A.8.1 | Reelect Marc Grynberg as Member of the Supervisory Board | Mgmt | For | For | For |
| A.8.2 | Reelect Frédéric Oudéa as an Independent Member of the Supervisory Board | Mgmt | For | For | For |
| A.8.3 | Elect Anna Bertona as an Independent Member of the Supervisory Board | Mgmt | For | For | For |

## Umicore SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| A.8.4 | Elect Benjamin Loh as an Independent Member of the Supervisory Board | Mgmt | For | For | For |
| A.9 | Approve Remuneration of the Members of the Supervisory Board | Mgmt | For | For | For |
| | Extraordinary Shareholders' Meeting Agenda | Mgmt | | | |
| B.1 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |

## Vend Marketplaces ASA

**Meeting Date:** 04/30/2026 **Country:** Norway **Ticker:** VEND

**Record Date:** 04/23/2026 **Meeting Type:** Annual

**Primary Security ID:** R75677147

**Shares Voted:** 785

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 3 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 5 | Approve Allocation of Income and Dividends of NOK 2.50 Per Share | Mgmt | For | For | For |
| 6 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 7 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 9 | Receive Report from Nominating Committee | Mgmt | | | |
| 10a | Reelect Karl-Christian Agerup as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Karl-Christian Agerup, Satu Kiiskinen, Rolv Erik Ryssdal, Natasha ten Cate, and Philippe Jean Marie Gaston Vimard is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10b | Elect Kim Wahl as New Director | Mgmt | For | For | For |

# Vend Marketplaces ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10c | Elect Melina Cruickshank as New Director | Mgmt | For | For | For |
| 10d | Reelect Philippe Vimard as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Karl-Christian Agerup, Satu Kiiskinen, Rolv Erik Ryssdal, Natasha ten Cate, and Philippe Jean Marie Gaston Vimard is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10e | Reelect Natasha ten Cate as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Karl-Christian Agerup, Satu Kiiskinen, Rolv Erik Ryssdal, Natasha ten Cate, and Philippe Jean Marie Gaston Vimard is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10f | Reelect Rolv Erik Ryssdal as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Karl-Christian Agerup, Satu Kiiskinen, Rolv Erik Ryssdal, Natasha ten Cate, and Philippe Jean Marie Gaston Vimard is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10g | Reelect Satu Kiiskinen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Karl-Christian Agerup, Satu Kiiskinen, Rolv Erik Ryssdal, Natasha ten Cate, and Philippe Jean Marie Gaston Vimard is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11a | Elect Karl-Christian Agerup as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted as the election to the board of this individual is not supported.* | | | | |
| 11b | Elect Kim Wahl as Vice Chair | Mgmt | For | For | For |
| 12 | Approve Remuneration of Directors in the Amount of NOK 1.56 Million for Chair, NOK 1.2 Million for Vice Chair and NOK 733,000 for Other Directors; Approve Additional Fees; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 13 | Approve Remuneration of Nominating Committee | Mgmt | For | For | For |
| 14 | Reelect Trond Berger as Chair of Nominating Committee | Mgmt | For | For | For |
| 15 | Grant Power of Attorney to Board Pursuant to Article 7 of Articles of Association | Mgmt | For | For | For |
| 16 | Approve NOK 3.65 Million Reduction in Share Capital via Share Redemption | Mgmt | For | For | For |
| 17 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 18 | Approve Creation of NOK 10.5 Million Pool of Capital without Preemptive Rights | Mgmt | For | For | For |

## Zurn Elkay Water Solutions Corporation

**Meeting Date:** 04/30/2026 **Country:** USA **Ticker:** ZWS
**Record Date:** 03/03/2026 **Meeting Type:** Annual
**Primary Security ID:** 98983L108

**Shares Voted:** 1,976

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Thomas D. Christopoul | Mgmt | For | For | For |
| 1.2 | Elect Director Emma M. McTague | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Peggy N. Troy | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Agnico Eagle Mines Limited

**Meeting Date:** 05/01/2026 **Country:** Canada **Ticker:** AEM
**Record Date:** 03/13/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** 008474108

**Shares Voted:** 7,729

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Leona Aglukkaq | Mgmt | For | For | For |
| 1.2 | Elect Director Ammar Al-Joundi | Mgmt | For | For | For |
| 1.3 | Elect Director Sean Boyd | Mgmt | For | For | For |
| 1.4 | Elect Director Martine A. Celej | Mgmt | For | For | For |
| 1.5 | Elect Director Jonathan Gill | Mgmt | For | For | For |
| 1.6 | Elect Director Peter Grosskopf | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Jamie Sokalsky, Peter Grosskopf and Jeffrey (Jeff) Parr for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 1.7 | Elect Director Elizabeth Lewis-Gray | Mgmt | For | For | For |
| 1.8 | Elect Director Deborah McCombe | Mgmt | For | For | For |
| 1.9 | Elect Director Jeffrey Parr | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Jamie Sokalsky, Peter Grosskopf and Jeffrey (Jeff) Parr for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

## Agnico Eagle Mines Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.10 | Elect Director J. Merfyn Roberts | Mgmt | For | For | For |
| 1.11 | Elect Director Jamie C. Sokalsky | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Jamie Sokalsky, Peter Grosskopf and Jeffrey (Jeff) Parr for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 2 | Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Church & Dwight Co., Inc.

**Meeting Date:** 05/01/2026 **Country:** USA **Ticker:** CHD

**Record Date:** 03/04/2026 **Meeting Type:** Annual

**Primary Security ID:** 171340102

**Shares Voted:** 5,573

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Bradlen S. Cashaw | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Richard A. Dierker | Mgmt | For | For | For |
| 1c | Elect Director Bradley C. Irwin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Penry W. Price | Mgmt | For | For | For |
| 1e | Elect Director Susan G. Saideman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Ravichandra K. Saligram | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Robert K. Shearer | Mgmt | For | For | For |
| 1h | Elect Director Michael R. Smith | Mgmt | For | For | For |
| 1i | Elect Director Janet S. Vergis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director Arthur B. Winkleblack | Mgmt | For | For | For |

## Church & Dwight Co., Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1k | Elect Director Laurie J. Yoler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |

## Lattice Semiconductor Corporation

**Meeting Date:** 05/01/2026 **Country:** USA **Ticker:** LSCC

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 518415104

**Shares Voted:** 635

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Ford Tamer | Mgmt | For | For | For |
| 1b | Elect Director Douglas Bettinger | Mgmt | For | For | For |
| 1c | Elect Director Que Thanh Dallara | Mgmt | For | For | For |
| 1d | Elect Director John Forsyth | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Mark Jensen | Mgmt | For | For | For |
| 1f | Elect Director James Lederer | Mgmt | For | For | For |
| 1g | Elect Director D. Jeffrey Richardson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Elizabeth Schwarting | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Louisiana-Pacific Corporation

**Meeting Date:** 05/01/2026 **Country:** USA **Ticker:** LPX
**Record Date:** 03/03/2026 **Meeting Type:** Annual
**Primary Security ID:** 546347105

**Shares Voted:** 809

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jose A. Bayardo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Stephen E. Macadam | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Jean-Michel Ribieras | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Pearson Plc

**Meeting Date:** 05/01/2026 **Country:** United Kingdom **Ticker:** PSON
**Record Date:** 04/29/2026 **Meeting Type:** Annual
**Primary Security ID:** G69651100

**Shares Voted:** 2,724

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Elect Arden Hoffman as Director | Mgmt | For | For | For |
| 4 | Elect Costis Maglaras as Director | Mgmt | For | For | For |
| 5 | Elect Simon Robson as Director | Mgmt | For | For | For |
| 6 | Re-elect Omar Abbosh as Director | Mgmt | For | For | For |
| 7 | Re-elect Sherry Coutu as Director | Mgmt | For | For | For |
| 8 | Re-elect Alison Dolan as Director | Mgmt | For | For | For |

## Pearson Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Re-elect Alex Hardiman as Director | Mgmt | For | For | For |
| 10 | Re-elect Sally Johnson as Director | Mgmt | For | For | For |
| 11 | Re-elect Omid Kordestani as Director | Mgmt | For | For | For |
| 12 | Re-elect Esther Lee as Director | Mgmt | For | For | For |
| 13 | Re-elect Graeme Pitkethly as Director | Mgmt | For | For | For |
| 14 | Re-elect Annette Thomas as Director | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted: * For the second consecutive policy cycle, the Company is proposing a material increase to the LTIP opportunity limit (i.e., from 450% to 850% of base salary from FY2026 onwards), which will result in a c.45% increase to the CEO's total pay. Whilst the Company's rationale is acknowledged, particularly with its level of exposure to the US market and alignment with international peers, the material uplift to the Executive Directors' quantum is considered excessive even in the light of the rationale and its stated comparisons.* | | | | |
| 16 | Approve Remuneration Report | Mgmt | For | For | For |
| 17 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 18 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## United States Lime & Minerals, Inc.

**Meeting Date:** 05/01/2026 **Country:** USA **Ticker:** USLM

**Record Date:** 03/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 911922102

**Shares Voted:** 447

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Timothy W. Byrne | Mgmt | For | For | For |

## United States Lime & Minerals, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Richard W. Cardin | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Antoine M. Doumet | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Antoine Doumet for serving as a non-independent member of key board committees. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Sandra C. Duhe | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Tom S. Hawkins, Jr. | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Lila R. Weirich | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Jon A. Wolkenstein | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; - High CEO pay in relation to company peer group CEO median pay levels; - The company has not disclosed any short- and long-term E&S performance incentives; - Modified single-trigger provision in change-in-control agreements; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |

## Zions Bancorporation, N.A.

**Meeting Date:** 05/01/2026 **Country:** USA **Ticker:** ZION
**Record Date:** 03/02/2026 **Meeting Type:** Annual
**Primary Security ID:** 989701107

**Shares Voted:** 4,041

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1A | Elect Director Maria Contreras-Sweet | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1B | Elect Director Gary L. Crittenden | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Zions Bancorporation, N.A.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1C | Elect Director Suren K. Gupta | Mgmt | For | For | For |
| 1D | Elect Director Claire A. Huang | Mgmt | For | For | For |
| 1E | Elect Director Vivian S. Lee | Mgmt | For | For | For |
| 1F | Elect Director Scott J. McLean | Mgmt | For | For | For |
| 1G | Elect Director Edward F. Murphy | Mgmt | For | For | For |
| 1H | Elect Director Stephen D. Quinn | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1I | Elect Director Harris H. Simmons | Mgmt | For | For | For |
| 1J | Elect Director Aaron B. Skonnard | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1K | Elect Director Barbara A. Yastine | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Risks from Misalignment Between Company Policies and Customer Base | SH | Against | Against | Against |

## Cincinnati Financial Corporation

**Meeting Date:** 05/02/2026 **Country:** USA **Ticker:** CINF

**Record Date:** 03/04/2026 **Meeting Type:** Annual

**Primary Security ID:** 172062101

**Shares Voted:** 2,919

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Nancy C. Benacci | Mgmt | For | For | For |
| 1.2 | Elect Director Linda W. Clement-Holmes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Dirk J. Debbink | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Cincinnati Financial Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Elect Director Steven J. Johnston | Mgmt | For | For | For |
| 1.5 | Elect Director Jill P. Meyer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director David P. Osborn | Mgmt | For | For | For |
| 1.7 | Elect Director Gretchen W. Schar | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director Charles O. Schiff | Mgmt | For | For | For |
| 1.9 | Elect Director Douglas S. Skidmore | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.10 | Elect Director Stephen M. Spray | Mgmt | For | For | For |
| 1.11 | Elect Director John F. Steele, Jr. | Mgmt | For | For | For |
| 1.12 | Elect Director Larry R. Webb | Mgmt | For | For | For |
| 1.13 | Elect Director Edward S. Wilkins | Mgmt | For | For | For |
| 1.14 | Elect Director Cheng-sheng Peter Wu | Mgmt | For | For | For |
| 2 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 25% | Mgmt | For | For | For |
| 3 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance the existing shareholder right to call special meetings.* | | | | |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 5 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Aflac Incorporated

**Meeting Date:** 05/04/2026 **Country:** USA **Ticker:** AFL

**Record Date:** 02/24/2026 **Meeting Type:** Annual

**Primary Security ID:** 001055102

## Aflac Incorporated

**Shares Voted:** 17,151

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Daniel P. Amos | Mgmt | For | For | For |
| 1b | Elect Director W. Paul Bowers | Mgmt | For | For | For |
| 1c | Elect Director Arthur R. Collins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Miwako Hosoda | Mgmt | For | For | For |
| 1e | Elect Director Michael A. Forrester | Mgmt | For | For | For |
| 1f | Elect Director Thomas J. Kenny | Mgmt | For | For | For |
| 1g | Elect Director Georgette D. Kiser | Mgmt | For | For | For |
| 1h | Elect Director Karole F. Lloyd | Mgmt | For | For | For |
| 1i | Elect Director Nobuchika Mori | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Joseph L. Moskowitz | Mgmt | For | For | For |
| 1k | Elect Director Katherine T. Rohrer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Bank of America Corporation

**Meeting Date:** 05/04/2026 **Country:** USA **Ticker:** BAC

**Record Date:** 03/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 060505104

**Shares Voted:** 60,282

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Sharon L. Allen | Mgmt | For | For | For |

## Bank of America Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director Jose (Joe) E. Almeida | Mgmt | For | For | For |
| 1c | Elect Director Arnold W. Donald | Mgmt | For | For | For |
| 1d | Elect Director Monica C. Lozano | Mgmt | For | For | For |
| 1e | Elect Director Maria N. Martinez | Mgmt | For | For | For |
| 1f | Elect Director Brian T. Moynihan | Mgmt | For | For | For |
| 1g | Elect Director Lionel L. Nowell, III | Mgmt | For | For | For |
| 1h | Elect Director Denise L. Ramos | Mgmt | For | For | For |
| 1i | Elect Director Clayton S. Rose | Mgmt | For | For | For |
| 1j | Elect Director Michael D. White | Mgmt | For | For | For |
| 1k | Elect Director Thomas D. Woods | Mgmt | For | For | For |
| 1l | Elect Director Maria T. Zuber | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 5 | Report on Board Oversight of Material Risks Related to Animal Welfare | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure would help strengthen the company's stated policies and practices. In addition, the disclosure would enable shareholders to better assess the effectiveness of the company's animal welfare efforts and its management and oversight of related risks.* | | | | |

## Eli Lilly and Company

**Meeting Date:** 05/04/2026 **Country:** USA **Ticker:** LLY

**Record Date:** 02/25/2026 **Meeting Type:** Annual

**Primary Security ID:** 532457108

**Shares Voted:** 9,191

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Carolyn Bertozzi | Mgmt | For | For | For |
| 1b | Elect Director William G. Kaelin, Jr. | Mgmt | For | For | For |

## Eli Lilly and Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Jon Moeller | Mgmt | For | For | For |
| 1d | Elect Director David A. Ricks | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Declassify the Board of Directors | Mgmt | For | For | For |
| 5 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |
| 6 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 7 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.* | | | | |

## HEXPOL AB

**Meeting Date:** 05/04/2026 **Country:** Sweden **Ticker:** HPOL.B

**Record Date:** 04/23/2026 **Meeting Type:** Annual

**Primary Security ID:** W4580B159

**Shares Voted:** 1,363

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive President's Report | Mgmt | | | |
| 8a | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8b | Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management | Mgmt | | | |

# HEXPOL AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9b | Approve Allocation of Income and Dividends of SEK 4.20 Per Share | Mgmt | For | For | For |
| 9c.1 | Approve Discharge of Alf Goransson | Mgmt | For | For | For |
| 9c.2 | Approve Discharge of Kerstin Lindell | Mgmt | For | For | For |
| 9c.3 | Approve Discharge of Jan-Anders E. Manson | Mgmt | For | For | For |
| 9c.4 | Approve Discharge of Malin Persson | Mgmt | For | For | For |
| 9c.5 | Approve Discharge of Marta Schorling Andreen | Mgmt | For | For | For |
| 9c.6 | Approve Discharge of Nils-Johan Andersson | Mgmt | For | For | For |
| 9c.7 | Approve Discharge of Henrik Elmin | Mgmt | For | For | For |
| 9c8 | Approve Discharge of Klas Dahlberg (CEO) | Mgmt | For | For | For |
| 10 | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 11.1 | Approve Remuneration of Directors in the Amount of SEK 1.36 Million for Chair, and SEK 535,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 11.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 12.1 | Reelect Alf Goransson, Kerstin Lindell, Malin Persson, Marta Schorling Andreen, Nils-Johan Andersson and Henrik Elmin as Directors; Elect Patrick Blanchard as New Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted for the following reasons: * Less than half of the shareholder-elected portion of the board is independent. * Less than half of the members on the audit and remuneration committees are considered independent. * Audit committee chair Nils-Johan Andersson is non-independent.* | | | | |
| 12.2 | Reelect Alf Goransson as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.* | | | | |
| 13 | Ratify Ernst & Young as Auditors; Ratify Henrik Rosengren and Hanna Fehland as Deputy Auditors | Mgmt | For | For | For |
| 14 | Reelect Mikael Ekdahl (Chair), Jesper Wilgodt, Robin Nestor and Mattias Sjodin as Members of Nominating Committee | Mgmt | For | For | For |

## HEXPOL AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to lack of information pertaining to the extraordinary bonus to the deputy CEO. In addition, the company has not provided ex-post target disclosure for the STIP.* | | | | |
| 16 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 17 | Approve Long-Term Incentive Plan for Key Employees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the performance period is less than three years.* | | | | |
| 18 | Close Meeting | Mgmt | | | |

## Preformed Line Products Company

**Meeting Date:** 05/04/2026 **Country:** USA **Ticker:** PLPC
**Record Date:** 03/05/2026 **Meeting Type:** Annual
**Primary Security ID:** 740444104

**Shares Voted:** 217

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Glenn E. Corlett | Mgmt | For | For | For |
| 1.2 | Elect Director R. Steven Kestner | Mgmt | For | For | For |
| 1.3 | Elect Director J. Ryan Ruhlman | Mgmt | For | For | For |
| 1.4 | Elect Director David C. Sunkle | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## The Trade Desk, Inc.

**Meeting Date:** 05/04/2026 **Country:** USA **Ticker:** TTD
**Record Date:** 04/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 88339J105

## The Trade Desk, Inc.

**Shares Voted:** 2,522

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Jeff T. Green | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Andrea Cunningham and de facto controlling shareholder Jeff Green for maintaining a multi-class capital structure with unequal voting rights. While the capital structure was previously subject to a reasonable time-based sunset, the sunset was postponed for a further ten years despite the opposition of a majority of Class A shareholders.* | | | | |
| 1.2 | Elect Director Andrea L. Cunningham | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: - WITHHOLD votes are warranted for Governance Committee member Andrea Cunningham given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which impacts shareholder rights. - WITHHOLD votes are warranted for Governance Committee chair Andrea Cunningham and de facto controlling shareholder Jeff Green for maintaining a multi-class capital structure with unequal voting rights. While the capital structure was previously subject to a reasonable time-based sunset, the sunset was postponed for a further ten years despite the opposition of a majority of Class A shareholders.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Concerns are raised with respect to high CEO pay relative to company performance compared to the company's peers and high CEO pay in relation to company peer group CEO median pay levels. Furthermore, the company made a modification to the annual bonus program that ultimately increased the bonus payout from below target to above target. The annual bonus also appears to lack a maximum payout cap. Additionally, the LTI grants were entirely in time-vesting equity that did not utilize an extended time horizon.* | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Uber Technologies, Inc.

**Meeting Date:** 05/04/2026 **Country:** USA **Ticker:** UBER

**Record Date:** 03/12/2026 **Meeting Type:** Annual

**Primary Security ID:** 90353T100

**Shares Voted:** 13,809

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Ronald Sugar | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. A vote AGAINST incumbent chair Ronald (Ron) Sugar is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Revathi Advaithi | Mgmt | For | For | For |
| 1c | Elect Director Turqi Alnowaiser | Mgmt | For | For | For |
| 1d | Elect Director Nikesh Arora | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Uber Technologies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Ursula Burns | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Robert Eckert | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Amanda Ginsberg | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Dara Khosrowshahi | Mgmt | For | For | For |
| 1i | Elect Director John Thain | Mgmt | For | For | For |
| 1j | Elect Director Alexander Wynaendts | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## UniCredit SpA

**Meeting Date:** 05/04/2026 **Country:** Italy **Ticker:** UCG

**Record Date:** 04/22/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** T9T23L642

**Shares Voted:** 23,311

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Business | Mgmt | | | |
| 0010 | Approve Issuance of Shares to Be Subscribed Through a Contribution in Kind Reserved to a Voluntary Public Takeover Offer for Commerzbank Aktiengesellschaft; Amend Articles Re: Article 6 | Mgmt | For | For | For |

## West Pharmaceutical Services, Inc.

**Meeting Date:** 05/04/2026 **Country:** USA **Ticker:** WST

**Record Date:** 02/27/2026 **Meeting Type:** Annual

**Primary Security ID:** 955306105

## West Pharmaceutical Services, Inc.

**Shares Voted:** 1,872

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mark A. Buthman | Mgmt | For | For | For |
| 1b | Elect Director William F. Feehery | Mgmt | For | For | For |
| 1c | Elect Director Robert F. Friel | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Eric M. Green | Mgmt | For | For | For |
| 1e | Elect Director Janet B. Haugen | Mgmt | For | For | For |
| 1f | Elect Director Molly E. Joseph | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Deborah L. V. Keller | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Myla P. Lai-Goldman | Mgmt | For | For | For |
| 1i | Elect Director Stephen H. Lockhart | Mgmt | For | For | For |
| 1j | Elect Director Douglas A. Michels | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director Paolo Pucci | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Acerinox SA

**Meeting Date:** 05/05/2026 **Country:** Spain **Ticker:** ACX

**Record Date:** 04/30/2026 **Meeting Type:** Annual

**Primary Security ID:** E00460233

# Acerinox SA

**Shares Voted:** 880

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 4 | Approve Discharge of Board | Mgmt | For | For | For |
| 5 | Renew Appointment of PricewaterhouseCoopers as Auditor for FY 2026 | Mgmt | For | For | For |
| 6 | Renew Appointment of PricewaterhouseCoopers as Auditor for FY 2027, 2028 and 2029 | Mgmt | For | For | For |
| 7 | Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent | Mgmt | For | For | For |
| 8 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 9 | Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Preemptive Rights up to EUR 1 Billion | Mgmt | For | For | For |
| 10.1 | Approve Long-Term Incentive Plan | Mgmt | For | For | For |
| 10.2 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the First Cycle of the Long-Term Incentive Plan (2027-2029) | Mgmt | For | For | For |
| 10.3 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Long-Term Incentive Plan (2024-2028) | Mgmt | For | For | For |
| 11 | Advisory Vote on Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted, as the level of ex-post disclosure of the company's remuneration practices is significantly below what is considered common practice among IBEX 35 companies. Furthermore, the company has taken a step back in terms of disclosure compared with last year, reintroducing the issue of a time lag in LTI vesting reporting.* | | | | |
| 12 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Albemarle Corporation

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** ALB
**Record Date:** 03/11/2026 **Meeting Type:** Annual
**Primary Security ID:** 012653101

**Shares Voted:** 1,103

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director M. Lauren Brlas | Mgmt | For | For | For |
| 1b | Elect Director Michelle T. Collins | Mgmt | For | For | For |
| 1c | Elect Director Ralf H. Cramer | Mgmt | For | For | For |
| 1d | Elect Director J. Kent Masters, Jr. | Mgmt | For | For | For |
| 1e | Elect Director Glenda J. Minor | Mgmt | For | For | For |
| 1f | Elect Director Diarmuid B. O'Connell | Mgmt | For | For | For |
| 1g | Elect Director Gerald A. Steiner | Mgmt | For | For | For |
| 1h | Elect Director Holly A. Van Deursen | Mgmt | For | For | For |
| 1i | Elect Director Mark R. Widmar | Mgmt | For | For | For |
| 1j | Elect Director Alejandro D. Wolff | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.* | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |
| 5 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 6 | Provide Right to Call a Special Meeting | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as it would provide shareholders with a new right to call special meetings, enabling shareholders to have a more meaningful voice in various governance matters that impact their rights, with limited likelihood of abuse.* | | | | |

## American Express Company

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** AXP
**Record Date:** 03/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 025816109

# American Express Company

**Shares Voted:** 4,989

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Michael J. Angelakis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Thomas J. Baltimore | Mgmt | For | For | For |
| 1c | Elect Director John J. Brennan | Mgmt | For | For | For |
| 1d | Elect Director Theodore J. Leonsis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Deborah P. Majoras | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Karen L. Parkhill | Mgmt | For | For | For |
| 1g | Elect Director Charles E. Phillips | Mgmt | For | For | For |
| 1h | Elect Director Lynn A. Pike | Mgmt | For | For | For |
| 1i | Elect Director Randal K. Quarles | Mgmt | For | For | For |
| 1j | Elect Director Stephen J. Squeri | Mgmt | For | For | For |
| 1k | Elect Director Noel Wallace | Mgmt | For | For | For |
| 1l | Elect Director Lisa W. Wardell | Mgmt | For | For | For |
| 1m | Elect Director Christopher D. Young | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Coverage of Transgender Healthcare Treatments for Minors | SH | Against | Against | Against |
| 5 | Establish a Political Bias Committee | SH | Against | Against | Against |

## Aperam SA

**Meeting Date:** 05/05/2026 **Country:** Luxembourg **Ticker:** APAM
**Record Date:** 04/21/2026 **Meeting Type:** Annual
**Primary Security ID:** L0187K107

**Shares Voted:** 325

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| I | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| II | Approve Financial Statements | Mgmt | For | For | For |
| III | Approve Dividends | Mgmt | For | For | For |
| IV | Approve Allocation of Income | Mgmt | For | For | For |
| V | Approve Remuneration Policy | Mgmt | For | For | For |
| VI | Approve Remuneration Report | Mgmt | For | For | For |
| VII | Approve Remuneration of Directors | Mgmt | For | For | For |
| VIII | Approve Discharge of Directors | Mgmt | For | For | For |
| IX | Elect Timoteo Di Maulo as Director | Mgmt | For | For | For |
| X | Reelect Ros. Rivaz as Director | Mgmt | For | For | For |
| XI | Reelect Alain Kinsch as Director | Mgmt | For | For | For |
| XII | Appoint PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |
| XIII | Approve Grants of Share Based Incentives | Mgmt | For | For | For |

## Arch Capital Group Ltd.

**Meeting Date:** 05/05/2026 **Country:** Bermuda **Ticker:** ACGL
**Record Date:** 03/09/2026 **Meeting Type:** Annual
**Primary Security ID:** G0450A105

**Shares Voted:** 8,420

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Francis Ebong | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Eileen Mallesch | Mgmt | For | For | For |
| 1c | Elect Director Brian S. Posner | Mgmt | For | For | For |

# Arch Capital Group Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4a | Elect Director Brian Chen as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |
| 4b | Elect Director Crystal Doughty as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |
| 4c | Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |
| 4d | Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |
| 4e | Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |
| 4f | Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |
| 4g | Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |
| 4h | Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |
| 4i | Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |
| 4j | Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |
| 4k | Elect Director William Soares as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |
| 4l | Elect Director Alan Tiernan as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |
| 4m | Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries | Mgmt | For | For | For |

## AvePoint, Inc.

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** AVPT
**Record Date:** 03/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 053604104

**Shares Voted:** 599

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Brian Michael Brown | Mgmt | For | For | For |
| 1.2 | Elect Director Jeff Epstein | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Jeff Epstein given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director John Ho | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines, and stock holding period requirements.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Axcelis Technologies, Inc.

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** ACLS
**Record Date:** 03/12/2026 **Meeting Type:** Annual
**Primary Security ID:** 054540208

**Shares Voted:** 133

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Tzu-Yin ("TY") Chiu | Mgmt | For | For | For |
| 1.2 | Elect Director Gregory B. Graves | Mgmt | For | For | For |
| 1.3 | Elect Director John T. Kurtzweil | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Russell J. Low | Mgmt | For | For | For |
| 1.5 | Elect Director Jeanne Quirk | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Necip Sayiner | Mgmt | For | For | For |

## Axcelis Technologies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director Thomas St. Dennis | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Jorge Titinger | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Banco de Sabadell SA

**Meeting Date:** 05/05/2026 **Country:** Spain **Ticker:** SAB

**Record Date:** 04/30/2026 **Meeting Type:** Annual

**Primary Security ID:** E15819191

**Shares Voted:** 48,667

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements and Discharge of Board | Mgmt | For | For | For |
| 2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 4 | Approve Reduction in Share Capital via Cancellation of Shares Acquired Under the First 2026 Share Repurchase Program | Mgmt | For | For | For |
| 5 | Approve Reduction in Share Capital via Cancellation of Shares Acquired Under the Second 2026 Share Repurchase Program | Mgmt | For | For | For |
| 6.1 | Ratify Appointment of and Elect Marc Armengol Dulcet as Director | Mgmt | For | For | For |
| 6.2 | Ratify Appointment of and Elect Carlos Ventura Santamans as Director | Mgmt | For | For | For |
| 6.3 | Reelect Luis Deulofeu Fuguet as Director | Mgmt | For | For | For |
| 6.4 | Reelect Pedro Fontana Garcia as Director | Mgmt | For | For | For |
| 6.5 | Reelect George Donald Johnston III as Director | Mgmt | For | For | For |

## Banco de Sabadell SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent | Mgmt | For | For | For |
| 8 | Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 2 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital | Mgmt | For | For | For |
| 9 | Fix Maximum Variable Compensation Ratio of Designated Group Members | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy | Mgmt | For | For | For |
| 11 | Renew Appointment of KPMG Auditores as Auditor | Mgmt | For | For | For |
| 12 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 13 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |

## Baxter International Inc.

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** BAX

**Record Date:** 03/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 071813109

**Shares Voted:** 2,696

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director William A. Ampofo, II | Mgmt | For | For | For |
| 1b | Elect Director Jeffrey A. Craig | Mgmt | For | For | For |
| 1c | Elect Director Andrew P. Hider | Mgmt | For | For | For |
| 1d | Elect Director Michael R. McDonnell | Mgmt | For | For | For |
| 1e | Elect Director Patricia B. Morrison | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Nancy M. Schlichting | Mgmt | For | For | For |
| 1g | Elect Director Brent Shafer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Baxter International Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Amy A. Wendell | Mgmt | For | For | For |
| 1i | Elect Director David S. Wilkes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The three-year average burn rate is excessive - The plan allows broad discretion to accelerate vesting* | | | | |
| 5 | Amend Certificate of Incorporation Re: Board Size | Mgmt | For | For | For |

## Bristol-Myers Squibb Company

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** BMY

**Record Date:** 03/12/2026 **Meeting Type:** Annual

**Primary Security ID:** 110122108

**Shares Voted:** 29,685

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1A | Elect Director Peter J. Arduini | Mgmt | For | For | For |
| 1B | Elect Director Deepak L. Bhatt | Mgmt | For | For | For |
| 1C | Elect Director Christopher S. Boerner | Mgmt | For | For | For |
| 1D | Elect Director Julia A. Haller | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1E | Elect Director Manuel Hidalgo Medina | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1F | Elect Director Michael R. McMullen | Mgmt | For | For | For |
| 1G | Elect Director Paula A. Price | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1H | Elect Director Derica W. Rice | Mgmt | For | For | For |

## Bristol-Myers Squibb Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1I | Elect Director Theodore R. Samuels | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1J | Elect Director Karen H. Vousden | Mgmt | For | For | For |
| 1K | Elect Director Phyllis R. Yale | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Carvana Co.

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** CVNA

**Record Date:** 03/10/2026 **Meeting Type:** Annual

**Primary Security ID:** 146869102

**Shares Voted:** 783

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Michael E. Maroone | Mgmt | For | For | For |
| 1b | Elect Director Neha Parikh | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Neha Parikh given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the classified board, and the "pop up" supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The equity program is estimated to be excessively dilutive (overriding factor) - The plan contains an evergreen feature (overriding factor) - The plan lacks sufficient positive features (overriding factor) - The plan cost is excessive - The estimated duration of available and proposed shares exceeds six years - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting* | | | | |
| 4 | Approve Stock Split | Mgmt | For | For | For |

## Carvana Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 31.60 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 6 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given concerns with the board's governance and the level of influence enjoyed by the chairman and CEO, who is also the company's controlling shareholder. These considerations suggest that shareholders would benefit from the most robust form of independent board oversight in the form of an independent board chair.* | | | | |

## Charles River Laboratories International, Inc.

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** CRL

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 159864107

**Shares Voted:** 271

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Nancy C. Andrews | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Steven Barg | Mgmt | For | For | For |
| 1.3 | Elect Director Abraham Ceesay | Mgmt | For | For | For |
| 1.4 | Elect Director Mark Enyedy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director James C. Foster | Mgmt | For | For | For |
| 1.6 | Elect Director Birgit Girshick | Mgmt | For | For | For |
| 1.7 | Elect Director Paul Graves | Mgmt | For | For | For |
| 1.8 | Elect Director Reshema Kemps-Polanco | Mgmt | For | For | For |
| 1.9 | Elect Director George Llado, Sr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.10 | Elect Director Martin W. Mackay | Mgmt | For | For | For |
| 1.11 | Elect Director Craig B. Thompson | Mgmt | For | For | For |
| 1.12 | Elect Director Virginia M. Wilson | Mgmt | For | For | For |

## Charles River Laboratories International, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Danaher Corporation

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** DHR

**Record Date:** 03/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 235851102

**Shares Voted:** 8,596

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Rainer M. Blair | Mgmt | For | For | For |
| 1b | Elect Director Feroz Dewan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Linda Filler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Charles W. Lamanna | Mgmt | For | For | For |
| 1e | Elect Director Teri L. List | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A Vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity.* | | | | |
| 1f | Elect Director Mitchell P. Rales | Mgmt | For | For | For |
| 1g | Elect Director Steven M. Rales | Mgmt | For | For | For |
| 1h | Elect Director A. Shane Sanders | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A Vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Alan G. Spoon | Mgmt | For | For | For |
| 1j | Elect Director Raymond C. Stevens | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A Vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity.* | | | | |
| 1k | Elect Director Elias A. Zerhouni | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Danaher Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Electrolux Professional AB

**Meeting Date:** 05/05/2026 **Country:** Sweden **Ticker:** EPRO.B

**Record Date:** 04/24/2026 **Meeting Type:** Annual

**Primary Security ID:** W2457W116

**Shares Voted:** 1,755

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 3 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Receive President's Report | Mgmt | | | |
| 8 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9 | Approve Allocation of Income and Dividends of SEK 0.95 Per Share | Mgmt | For | For | For |
| 10.1 | Approve Discharge of Kai Warn | Mgmt | For | For | For |
| 10.2 | Approve Discharge of Katharine Clark | Mgmt | For | For | For |
| 10.3 | Approve Discharge of Lorna Donatone | Mgmt | For | For | For |
| 10.4 | Approve Discharge of Shannon Garcia | Mgmt | For | For | For |
| 10.5 | Approve Discharge of Josef Matosevic | Mgmt | For | For | For |
| 10.6 | Approve Discharge of Hans Ola Meyer | Mgmt | For | For | For |
| 10.7 | Approve Discharge of Daniel Nodhall | Mgmt | For | For | For |
| 10.8 | Approve Discharge of Martine Snels | Mgmt | For | For | For |

# Electrolux Professional AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10.9 | Approve Discharge of Carsten Voigtlander | Mgmt | For | For | For |
| 10.10 | Approve Discharge of Joachim Nord | Mgmt | For | For | For |
| 10.11 | Approve Discharge of Jens Pierard | Mgmt | For | For | For |
| 10.12 | Approve Discharge of Per Magnusson | Mgmt | For | For | For |
| 10.13 | Approve Discharge of Helen Akerman | Mgmt | For | For | For |
| 10.14 | Approve Discharge of CEO Alberto Zanata | Mgmt | For | For | For |
| 11 | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 12.1 | Approve Remuneration of Directors in the Amount of SEK 2.05 Million to Chair and SEK 685,000 to Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 12.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 13.1 | Reelect Kai Warn as Director | Mgmt | For | For | For |
| 13.2 | Reelect Katharine Clark as Director | Mgmt | For | For | For |
| 13.3 | Reelect Shannon Garcia as Director | Mgmt | For | For | For |
| 13.4 | Reelect Josef Matosevic as Director | Mgmt | For | For | For |
| 13.5 | Reelect Hans Ola Meyer as Director | Mgmt | For | For | For |
| 13.6 | Reelect Daniel Nodhall as Director | Mgmt | For | For | For |
| 13.7 | Reelect Martine Snels as Director | Mgmt | For | For | For |
| 13.8 | Reelect Kai Warn as Board Chair | Mgmt | For | For | For |
| 14 | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 15 | Approve Remuneration Report | Mgmt | For | For | For |
| 16.1 | Approve Performance Share Plan for Key Employees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the performance period is less than three years.* | | | | |
| 16.2 | Approve Equity Plan Financing | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.* | | | | |
| 17 | Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights | Mgmt | For | For | For |

## Electrolux Professional AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Close Meeting | Mgmt | | | |

## Hubbell Incorporated

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** HUBB
**Record Date:** 03/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 443510607

**Shares Voted:** 605

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Edward H. Baine | Mgmt | For | For | For |
| 1b | Elect Director Gerben W. Bakker | Mgmt | For | For | For |
| 1c | Elect Director Carlos M. Cardoso | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Debra L. Dial | Mgmt | For | For | For |
| 1e | Elect Director Anthony J. Guzzi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Rhett A. Hernandez | Mgmt | For | For | For |
| 1g | Elect Director Neal J. Keating | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Bonnie C. Lind | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director John F. Malloy | Mgmt | For | For | For |
| 1j | Elect Director Jennifer M. Pollino | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Garrick J. Rochow | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

# Kinnevik AB

**Meeting Date:** 05/05/2026 **Country:** Sweden **Ticker:** KINV.B
**Record Date:** 04/24/2026 **Meeting Type:** Annual
**Primary Security ID:** W5139V844

**Shares Voted:** 1,413

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Speech by Board Chair | Mgmt | | | |
| 8 | Receive President's Report | Mgmt | | | |
| 9 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 10 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 11 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 12.a | Approve Discharge of Jan Berntsson | Mgmt | For | For | For |
| 12.b | Approve Discharge of Claes Glassell | Mgmt | For | For | For |
| 12.c | Approve Discharge of Maria Redin | Mgmt | For | For | For |
| 12.d | Approve Discharge of Camilla Giesecke | Mgmt | For | For | For |
| 12.e | Approve Discharge of Henrik Lundin | Mgmt | For | For | For |
| 12.f | Approve Discharge of Rubin Ritter | Mgmt | For | For | For |
| 12.g | Approve Discharge of Cristina Stenbeck | Mgmt | For | For | For |
| 12.h | Approve Discharge of James Anderson | Mgmt | For | For | For |
| 12.i | Approve Discharge of Susanna Campbell | Mgmt | For | For | For |
| 12.j | Approve Discharge of Harald Mix | Mgmt | For | For | For |
| 12.k | Approve Discharge of Cecilia Qvist | Mgmt | For | For | For |
| 12.l | Approve Discharge of Hans Ploos van Amstel | Mgmt | For | For | For |

## Kinnevik AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12.m | Approve Discharge of CEO Georgi Ganev | Mgmt | For | For | For |
| 13 | Approve Remuneration Report | Mgmt | For | For | For |
| 14 | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 15 | Approve Remuneration of Directors in the Amount of SEK 775,000 for Chair and SEK 775,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditor | Mgmt | For | For | For |
| 16.a | Reelect Cristina Stenbeck as Director | Mgmt | For | For | For |
| 16.b | Reelect Jan Berntsson as Director | Mgmt | For | For | For |
| 16.c | Reelect Camilla Giesecke as Director | Mgmt | For | For | For |
| 16.d | Reelect Claes Glassell as Director | Mgmt | For | For | For |
| 16.e | Reelect Henrik Lundin as Director | Mgmt | For | For | For |
| 16.f | Reelect Maria Redin as Director | Mgmt | For | For | For |
| 16.g | Reelect Rubin Ritter as Director | Mgmt | For | For | For |
| 17 | Reelect Cristina Stenbeck as Board Chair | Mgmt | For | For | For |
| 18 | Determine Number of Auditors (1) and Deputy Auditors (0); Ratify KPMG AB as Auditor | Mgmt | For | For | For |
| 19 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 20a | Approve Performance Share Plan for Key Employees | Mgmt | For | For | For |
| 20b | Approve Equity Plan Financing | Mgmt | For | For | For |
| 20c | Approve Alternative Equity Plan Financing | Mgmt | For | For | For |
| 21 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 22 | Close Meeting | Mgmt | | | |

## Medacta Group SA

**Meeting Date:** 05/05/2026 **Country:** Switzerland **Ticker:** MOVE

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H7251B108

# Medacta Group SA

**Shares Voted:** 65

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 1.10 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1 | Reelect Alberto Siccardi as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent director nominees Alberto Siccardi, Victor Balli, Riccardo Braglia, Maria Luisa Siccardi Tonolli, and Philippe Weber are warranted for lack of diversity on the board.* | | | | |
| 4.2 | Reelect Maria Siccardi Tonolli as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent director nominees Alberto Siccardi, Victor Balli, Riccardo Braglia, Maria Luisa Siccardi Tonolli, and Philippe Weber are warranted for lack of diversity on the board.* | | | | |
| 4.3 | Reelect Victor Balli as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent director nominees Alberto Siccardi, Victor Balli, Riccardo Braglia, Maria Luisa Siccardi Tonolli, and Philippe Weber are warranted for lack of diversity on the board.* | | | | |
| 4.4 | Reelect Riccardo Braglia as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent director nominees Alberto Siccardi, Victor Balli, Riccardo Braglia, Maria Luisa Siccardi Tonolli, and Philippe Weber are warranted for lack of diversity on the board.* | | | | |
| 4.5 | Reelect Philippe Weber as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent director nominees Alberto Siccardi, Victor Balli, Riccardo Braglia, Maria Luisa Siccardi Tonolli, and Philippe Weber are warranted for lack of diversity on the board.* | | | | |
| 5 | Reelect Alberto Siccardi as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent director nominees Alberto Siccardi, Victor Balli, Riccardo Braglia, Maria Luisa Siccardi Tonolli, and Philippe Weber are warranted for lack of diversity on the board.* | | | | |
| 6.1 | Reappoint Philippe Weber as Member of the Remuneration Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent director nominees Alberto Siccardi, Victor Balli, Riccardo Braglia, Maria Luisa Siccardi Tonolli, and Philippe Weber are warranted for lack of diversity on the board.* | | | | |
| 6.2 | Reappoint Riccardo Braglia as Member of the Remuneration Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent director nominees Alberto Siccardi, Victor Balli, Riccardo Braglia, Maria Luisa Siccardi Tonolli, and Philippe Weber are warranted for lack of diversity on the board.* | | | | |
| 7 | Designate Fulvio Pelli as Independent Proxy | Mgmt | For | For | For |
| 8 | Ratify Deloitte SA as Auditors | Mgmt | For | For | For |

## Medacta Group SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9.1a | Approve Remuneration of Directors in the Amount of CHF 1.1 Million | Mgmt | For | For | For |
| 9.1b | Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Fixed remuneration (Item 9.1.a) A vote FOR this resolution is warranted because the proposed amount is in line with market practice. Remuneration for consulting services (Item 9.1.b) A vote AGAINST this resolution is warranted because: Fees for additional services are a problematic feature of directors' potential remuneration because they can compromise independence and are not in line with market practice. The company has not provided clear disclosure on the allocation of these fees.* | | | | |
| 9.2a | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.4 Million | Mgmt | For | For | For |
| 9.2b | Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.8 Million | Mgmt | For | For | For |
| 9.2c | Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 2 Million | Mgmt | For | For | For |
| 10 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## NCC AB

**Meeting Date:** 05/05/2026 **Country:** Sweden **Ticker:** NCC.B

**Record Date:** 04/24/2026 **Meeting Type:** Annual

**Primary Security ID:** W5691F104

**Shares Voted:** 541

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Chair's Report | Mgmt | | | |

# NCC AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Allow Questions | Mgmt | | | |
| 9 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 10 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 11 | Approve Allocation of Income and Dividends of SEK 9.00 Per Share and an Extra Dividends of SEK 2.00 Per Share | Mgmt | For | For | For |
| 12 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted as the remuneration report provides lagged disclosure on the annual bonus. In addition, the lack of target disclosure under the same plan is highlighted.* | | | | |
| 13 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 14 | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 15 | Approve Remuneration of Directors in the Amount of SEK 1.71 Million for Chair, and SEK 570,300 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditor | Mgmt | For | For | For |
| 16 | Reelect Alf Goransson (Chair), Ida Aall Gram, Cecilia Fasth, Mats Jonsson, Daniel Kjorberg Siraj and Birgit Norgaard as Directors; Elect Niklas Persson as New Director | Mgmt | For | For | For |
| 17 | Ratify PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |
| 18 | Elect Trond Stabekk (Chair), Mats Hellstrom and Oskar Borjesson as Members of Nominating Committee | Mgmt | For | For | For |
| 19 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 20A | Approve Performance Share Incentive Plan LTI 2026 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because majority of the plan is subject to annual measurement periods.* | | | | |
| 20B | Approve Transfer of Class B Shares to Participants of LTI 2026 Program | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.* | | | | |
| 20C | Approve Alternative Equity Plan Financing | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.* | | | | |

## NCC AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 21 | Approve Equity Plan Financing Through Transfer of Class B Shares | Mgmt | For | For | For |
| 22 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 23 | Close Meeting | Mgmt | | | |

## Nordex SE

**Meeting Date:** 05/05/2026 **Country:** Germany **Ticker:** NDX1

**Record Date:** 04/13/2026 **Meeting Type:** Annual

**Primary Security ID:** D5736K135

**Shares Voted:** 601

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 3 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The CFO received a significant increase in target remuneration during the year under review without a detailed explanation. * The report does not clearly explain why the former executive received a one-off payment while transitioning to a new role within the Nordex Group. * The ex-post disclosures provided to explain outcomes under the variable incentive plans remain inadequate. * Free float shareholder dissent on previous remuneration votes has not been addressed.* | | | | |
| 5 | Approve Increase in Size of Board to Seven Members | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the connected election proposals do not merit support.* | | | | |
| 6.1 | Reelect Maria Alvarez to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Juan Muro-Lara Girod is warranted for lack of diversity on the board. Votes AGAINST Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, Jose Angel Tejero Santos, and Maria Isabel Blanco Alvarez are warranted, as their proposed terms exceed four years. Votes AGAINST the non-independent nominees Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, and Jose Angel Tejero Santos are warranted due to failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are further warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Martin Wolfgang Johannes Rey is also warranted because he is non-independent and is currently the chair of the audit committee.* | | | | |

# Nordex SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.2 | Reelect Maria Ucar to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Juan Muro-Lara Girod is warranted for lack of diversity on the board. Votes AGAINST Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, Jose Angel Tejero Santos, and Maria Isabel Blanco Alvarez are warranted, as their proposed terms exceed four years. Votes AGAINST the non-independent nominees Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, and Jose Angel Tejero Santos are warranted due to failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are further warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Martin Wolfgang Johannes Rey is also warranted because he is non-independent and is currently the chair of the audit committee.* | | | | |
| 6.3 | Elect Juan Cerezo to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Juan Muro-Lara Girod is warranted for lack of diversity on the board. Votes AGAINST Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, Jose Angel Tejero Santos, and Maria Isabel Blanco Alvarez are warranted, as their proposed terms exceed four years. Votes AGAINST the non-independent nominees Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, and Jose Angel Tejero Santos are warranted due to failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are further warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Martin Wolfgang Johannes Rey is also warranted because he is non-independent and is currently the chair of the audit committee.* | | | | |
| 6.4 | Reelect Juan Girod to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Juan Muro-Lara Girod is warranted for lack of diversity on the board. Votes AGAINST Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, Jose Angel Tejero Santos, and Maria Isabel Blanco Alvarez are warranted, as their proposed terms exceed four years. Votes AGAINST the non-independent nominees Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, and Jose Angel Tejero Santos are warranted due to failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are further warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Martin Wolfgang Johannes Rey is also warranted because he is non-independent and is currently the chair of the audit committee.* | | | | |
| 6.5 | Reelect Martin Rey to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Juan Muro-Lara Girod is warranted for lack of diversity on the board. Votes AGAINST Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, Jose Angel Tejero Santos, and Maria Isabel Blanco Alvarez are warranted, as their proposed terms exceed four years. Votes AGAINST the non-independent nominees Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, and Jose Angel Tejero Santos are warranted due to failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are further warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Martin Wolfgang Johannes Rey is also warranted because he is non-independent and is currently the chair of the audit committee.* | | | | |
| 6.6 | Elect Ulric Schaeferbarthold to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Juan Muro-Lara Girod is warranted for lack of diversity on the board. Votes AGAINST Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, Jose Angel Tejero Santos, and Maria Isabel Blanco Alvarez are warranted, as their proposed terms exceed four years. Votes AGAINST the non-independent nominees Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, and Jose Angel Tejero Santos are warranted due to failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are further warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Martin Wolfgang Johannes Rey is also warranted because he is non-independent and is currently the chair of the audit committee.* | | | | |

## Nordex SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.7 | Elect Jose Santos to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Juan Muro-Lara Girod is warranted for lack of diversity on the board. Votes AGAINST Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, Jose Angel Tejero Santos, and Maria Isabel Blanco Alvarez are warranted, as their proposed terms exceed four years. Votes AGAINST the non-independent nominees Maria Cordon Ucar, Juan Pablo Garcia-Berdoy Cerezo, Juan Muro-Lara Girod, Martin Wolfgang Johannes Rey, Ulric Bernard Schaeferbarthold, and Jose Angel Tejero Santos are warranted due to failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are further warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Martin Wolfgang Johannes Rey is also warranted because he is non-independent and is currently the chair of the audit committee.* | | | | |
| 7 | Approve Creation of EUR 23.6 Million Pool of Authorized Capital I with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 8 | Approve Creation of EUR 47.3 Million Pool of Authorized Capital II with Preemptive Rights | Mgmt | For | For | For |
| 9 | Approve Creation of EUR 6.4 Million Pool of Authorized Capital III for Employee Stock Purchase Plan | Mgmt | For | For | For |
| 10 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 450 Million; Approve Creation of EUR 23.6 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | For | For |
| 11 | Amend Articles Re: Electronic Securities | Mgmt | For | For | For |
| 12.1 | Ratify KPMG AG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 12.2 | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |

## Nyfosa AB

**Meeting Date:** 05/05/2026 **Country:** Sweden **Ticker:** NYF
**Record Date:** 04/24/2026 **Meeting Type:** Annual
**Primary Security ID:** W6S88K102

**Shares Voted:** 1,487

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |

# Nyfosa AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Board Report | Mgmt | | | |
| 8 | Receive CEO's Report | Mgmt | | | |
| 9 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 10a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 10b | Approve Allocation of Income and Dividends of DKK 3.00 Per Share | Mgmt | For | For | For |
| 10c1 | Approve Discharge of David Mindus | Mgmt | For | For | For |
| 10c2 | Approve Discharge of Maria Bjorklund | Mgmt | For | For | For |
| 10c3 | Approve Discharge of Ulrika Danielsson | Mgmt | For | For | For |
| 10c4 | Approve Discharge of Per Lindblad | Mgmt | For | For | For |
| 10c5 | Approve Discharge of Claes Magnus Akesson | Mgmt | For | For | For |
| 10c6 | Approve Discharge of Carl-Johan Hugner | Mgmt | For | For | For |
| 10c7 | Approve Discharge of Marie Bucht Toresater | Mgmt | For | For | For |
| 10c8 | Approve Discharge of Jens Engwall | Mgmt | For | For | For |
| 10c9 | Approve Discharge of CEO Stina Lindh Hok | Mgmt | For | For | For |
| 11 | Approve Remuneration Report | Mgmt | For | For | For |
| 12 | Determine Number of Members (6) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 13 | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 14 | Approve Remuneration of Directors in the Amount of SEK 550,000 for Chair and SEK 250,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 15 | Approve Remuneration of Auditors | Mgmt | For | For | For |

# Nyfosa AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 16.1a | Reelect Maria Bjorklund as Director | Mgmt | For | For | For |
| 16.1b | Reelect Ulrika Danielsson as Director | Mgmt | For | For | For |
| 16.1c | Reelect Per Lindblad as Director | Mgmt | For | For | For |
| 16.1d | Reelect David Mindus as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member David Mindus (Item 16.1d) is warranted for lack of diversity on the board. A vote FOR nominees Maria Bjorklund, Ulrika Danielsson, Per Lindblad, Claes Magnus Akesson, and Nils Styf (Items 16.1a, 16.1b, 16.1c, 16.1e, and 16.1f) is warranted due to a lack of concern regarding the suitability of these nominees.* | | | | |
| 16.1e | Reelect Claes Magnus Akesson as Director | Mgmt | For | For | For |
| 16.1f | Elect Nils Styf as New Director | Mgmt | For | For | For |
| 16.2 | Reelect David Mindus as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: * The election of this individual would make him overboarded. * He is an incumbent nominating committee member and there is a lack of diversity on the board.* | | | | |
| 17 | Ratify KPMG as Auditors | Mgmt | For | For | For |
| 18 | Approve Nomination Committee Procedures | Mgmt | For | For | For |
| 19 | Approve Warrant Plan for Key Employees (LTIP 2026) | Mgmt | For | For | For |
| 20 | Approve SEK 7.6 Million Reduction in Share Capital for Transfer to Unrestricted Equity | Mgmt | For | For | For |
| 21 | Amend Articles Re: Equity-Related | Mgmt | For | For | For |
| 22 | Change Company Name to Altra Fastigheter AB | Mgmt | For | For | For |
| 23a | Approve Issuance of Class A Shares without Preemptive Rights | Mgmt | For | For | For |
| 23b | Approve Issuance of Convertible Bonds without Preemptive Rights | Mgmt | For | For | For |
| 23c | Approve Issuance of Class D Shares without Preemptive Rights | Mgmt | For | For | For |
| 23d | Approve Creation of Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 23e | Approve Dividends of SEK 2.00 Per Class D Share | Mgmt | For | For | For |
| 23f | Approve Dividends of SEK 2.00 Per Preference Share | Mgmt | For | For | For |
| 24 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |

## Nyfosa AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 25 | Close Meeting | Mgmt | | | |

## Omnicom Group Inc.

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** OMC

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 681919106

**Shares Voted:** 2,012

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director John D. Wren | Mgmt | For | For | For |
| 1b | Elect Director Mary C. Choksi | Mgmt | For | For | For |
| 1c | Elect Director Leonard S. Coleman, Jr. | Mgmt | For | For | For |
| 1d | Elect Director Mark D. Gerstein | Mgmt | For | For | For |
| 1e | Elect Director Ronnie S. Hawkins | Mgmt | For | For | For |
| 1f | Elect Director Deborah J. Kissire | Mgmt | For | For | For |
| 1g | Elect Director Philippe Krakowsky | Mgmt | For | For | For |
| 1h | Elect Director Gracia C. Martore | Mgmt | For | For | For |
| 1i | Elect Director Patrick Q. Moore | Mgmt | For | For | For |
| 1j | Elect Director Patricia Salas Pineda | Mgmt | For | For | For |
| 1k | Elect Director Linda Johnson Rice | Mgmt | For | For | For |
| 1l | Elect Director Cassandra Santos | Mgmt | For | For | For |
| 1m | Elect Director Valerie M. Williams | Mgmt | For | For | For |
| 1n | Elect Director E. Lee Wyatt, Jr. | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The CEO received a sizeable, front-loaded stock option award that lacks pre-set performance criteria. The rationale disclosure for the award and change in CEO pay structure is limited. Additionally, there are concerns regarding the annual compensation for other NEOs, which utilizes non-rigorous relative goals and lacks robust qualitative goal disclosure.* | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Pentair plc

**Meeting Date:** 05/05/2026 **Country:** Ireland **Ticker:** PNR
**Record Date:** 03/06/2026 **Meeting Type:** Annual
**Primary Security ID:** G7S00T104

**Shares Voted:** 8,459

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mona Abutaleb Stephenson | Mgmt | For | For | For |
| 1b. | Elect Director Melissa Barra | Mgmt | For | For | For |
| 1c | Elect Director Tracey C. Doi | Mgmt | For | For | For |
| 1d | Elect Director T. Michael Glenn | Mgmt | For | For | For |
| 1e | Elect Director Theodore L. Harris | Mgmt | For | For | For |
| 1f. | Elect Director Gregory E. Knight | Mgmt | For | For | For |
| 1g | Elect Director Michael T. Speetzen | Mgmt | For | For | For |
| 1h. | Elect Director John L. Stauch | Mgmt | For | For | For |
| 1i | Elect Director Billie I. Williamson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 4 | Renew the Board's Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| 5 | Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law | Mgmt | For | For | For |
| 6 | Determine Price Range for Reissuance of Treasury Shares | Mgmt | For | For | For |

## Plus500 Ltd.

**Meeting Date:** 05/05/2026 **Country:** Israel **Ticker:** PLUS
**Record Date:** 04/29/2026 **Meeting Type:** Annual
**Primary Security ID:** M7S2CK109

**Shares Voted:** 0

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Proxymity Only Meeting | Mgmt | | | |

# Plus500 Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Re-elect David Zruia as Director | Mgmt | For | For | |
| 2 | Re-elect Elad Even-Chen as Director | Mgmt | For | For | |
| 3 | Re-elect Steve Baldwin as Director | Mgmt | For | Against | |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jacob Frenkel and Steven (Steve) Baldwin is warranted for lack of diversity on the board.* | | | | |
| 4 | Re-elect Varda Liberman as Director | Mgmt | For | For | |
| 5 | Re-elect Jacob Frenkel as Director | Mgmt | For | Against | |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jacob Frenkel and Steven (Steve) Baldwin is warranted for lack of diversity on the board.* | | | | |
| 6 | Reappoint Kesselman & Kesselman as Auditors and Authorise Board to Fix Their Remuneration | Mgmt | For | For | |
| 7 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | |
| 8 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | |
| 9 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | |
| | You May Vote FOR Only Once Between 10A or 10B if You Support the Extension; Otherwise Vote AGAINST Both | Mgmt | | | |
| 10A | Vote FOR if You Are a Controlling Shareholder or Have a Personal Interest in the One-Year Extension to the Company's Current Remuneration Policy for Directors and Executives | Mgmt | None | Refer | |
| | *Voting Policy Rationale: A vote FOR this item is considered warranted. The remuneration policy is unchanged, and its proposed one-year extension is made pursuant to the Israeli Companies Law. However, the following concerns are identified with the in-flight policy, as communicated at the 2023 AGM: - The Remuneration Committee does not have full discretion to change formulaic outcomes. - Exit arrangements are less robust than market practice. The main reason for support is: - The remuneration policy improves upon its previous iteration in terms of alignment with best market practice and shareholder interests.* | | | | |

## Plus500 Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10B | Vote FOR if You Are NOT a Controlling Shareholder and Do NOT Have a Personal Interest in the One-Year Extension to the Company's Current Remuneration Policy for Directors and Executives | Mgmt | None | Refer | |
| | *Voting Policy Rationale: A vote FOR this item is considered warranted. The remuneration policy is unchanged, and its proposed one-year extension is made pursuant to the Israeli Companies Law. However, the following concerns are identified with the in-flight policy, as communicated at the 2023 AGM: - The Remuneration Committee does not have full discretion to change formulaic outcomes. - Exit arrangements are less robust than market practice. The main reason for support is: - The remuneration policy improves upon its previous iteration in terms of alignment with best market practice and shareholder interests.* | | | | |
| 11 | Approve Remuneration Report | Mgmt | For | For | |

## SAP SE

**Meeting Date:** 05/05/2026 **Country:** Germany **Ticker:** SAP

**Record Date:** 04/13/2026 **Meeting Type:** Annual

**Primary Security ID:** D66992104

**Shares Voted:** 11,392

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 2.50 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify BDO AG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | 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 100 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | For | For |

## SAP SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.1 | Elect Pekka Ala-Pietila to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Pekka Ala-Pietila and Rouven Westphal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8.2 | Elect Rouven Westphal to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Pekka Ala-Pietila and Rouven Westphal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8.3 | Elect Rene Obermann to the Supervisory Board | Mgmt | For | For | For |
| 8.4 | Elect Michael Gregoire to the Supervisory Board | Mgmt | For | For | For |
| 9 | Amend Articles Re: Electronic Securities | Mgmt | For | For | For |

## Technogym SpA

**Meeting Date:** 05/05/2026 **Country:** Italy **Ticker:** TGYM

**Record Date:** 04/23/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** T9200L101

**Shares Voted:** 656

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividend Distribution | Mgmt | For | For | For |
| 3.1 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: * The CEO/Chair fixed pay is high compared to peers. * Board derogation powers are deemed too broad.* | | | | |
| 3.2 | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST due to: * The particularly high fixed remuneration of the CEO/Chairman compared to peers and market standards. * The insufficient retrospective information provided by the company on variable remuneration.* | | | | |
| 4 | Adjustment of Remuneration of External Auditors for FY 2025-2026 | Mgmt | For | For | For |
| 5 | Approve 2026-2028 Performance Shares Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because targets of the plan are not disclosed.* | | | | |
| 6 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |

## Technogym SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Authorize Board to Increase Capital to Service 2026-2028 Performance Shares Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because targets of the plan are not disclosed.* | | | | |

## The Hershey Company

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** HSY

**Record Date:** 03/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 427866108

**Shares Voted:** 1,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Christopher W. Brandt | Mgmt | For | For | For |
| 1b | Elect Director Timothy W. Curoe | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent Governance Committee members Huong Maria Kraus, Timothy Curoe, Deirdre Mahlan, and Harold Singleton III is warranted due to the company's multi-class capital structure which is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Huong Maria T. Kraus | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent Governance Committee members Huong Maria Kraus, Timothy Curoe, Deirdre Mahlan, and Harold Singleton III is warranted due to the company's multi-class capital structure which is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Deirdre A. Mahlan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent Governance Committee members Huong Maria Kraus, Timothy Curoe, Deirdre Mahlan, and Harold Singleton III is warranted due to the company's multi-class capital structure which is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Barry J. Nalebuff | Mgmt | For | For | For |
| 1f | Elect Director Kevin M. Ozan | Mgmt | For | For | For |
| 1g | Elect Director Guy Persaud | Mgmt | For | For | For |
| 1h | Elect Director Marie Quintero-Johnson | Mgmt | For | For | For |
| 1i | Elect Director Cordel Robbin-Coker | Mgmt | For | For | For |
| 1j | Elect Director Harold Singleton, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent Governance Committee members Huong Maria Kraus, Timothy Curoe, Deirdre Mahlan, and Harold Singleton III is warranted due to the company's multi-class capital structure which is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Kirk Tanner | Mgmt | For | For | For |

## The Hershey Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## TMX Group Limited

**Meeting Date:** 05/05/2026 **Country:** Canada **Ticker:** X

**Record Date:** 03/10/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** 87262K105

**Shares Voted:** 23,742

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 2a | Elect Director Luc Bertrand | Mgmt | For | For | For |
| 2b | Elect Director Stephanie Cuskley | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Stephanie Cuskley, Nicolas (Nick) Darveau-Garneau, William (Bill) Linton and Ava Yaskiel for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 2c | Elect Director Nicolas Darveau-Garneau | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Stephanie Cuskley, Nicolas (Nick) Darveau-Garneau, William (Bill) Linton and Ava Yaskiel for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 2d | Elect Director Tamara Finch | Mgmt | For | For | For |
| 2e | Elect Director Moe Kermani | Mgmt | For | For | For |
| 2f | Elect Director William Linton | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Stephanie Cuskley, Nicolas (Nick) Darveau-Garneau, William (Bill) Linton and Ava Yaskiel for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 2g | Elect Director John McKenzie | Mgmt | For | For | For |
| 2h | Elect Director Monique Mercier | Mgmt | For | For | For |
| 2i | Elect Director Michael Ptasznik | Mgmt | For | For | For |
| 2j | Elect Director Peter Rockandel | Mgmt | For | For | For |
| 2k | Elect Director Claude Tessier | Mgmt | For | For | For |
| 2l | Elect Director Ava Yaskiel | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Stephanie Cuskley, Nicolas (Nick) Darveau-Garneau, William (Bill) Linton and Ava Yaskiel for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |

## TMX Group Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| 4 | Approve Omnibus Equity Incentive Plan | Mgmt | For | For | For |

## Tyler Technologies, Inc.

**Meeting Date:** 05/05/2026 **Country:** USA **Ticker:** TYL
**Record Date:** 03/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 902252105

**Shares Voted:** 227

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Glenn A. Carter | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Margot L. Carter | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Brenda A. Cline | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Ronnie D. Hawkins, Jr. | Mgmt | For | For | For |
| 1.5 | Elect Director Cecil W. Jones | Mgmt | For | For | For |
| 1.6 | Elect Director H. Lynn Moore, Jr. | Mgmt | For | For | For |
| 1.7 | Elect Director Daniel M. Pope | Mgmt | For | For | For |
| 1.8 | Elect Director Andrew D. Teed | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Political Contributions | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure at the requested cadence would allow shareholders to more comprehensively evaluate the company's political contributions and expenditures, and its management of related activities.* | | | | |

# AddLife AB

**Meeting Date:** 05/06/2026 **Country:** Sweden **Ticker:** ALIF.B
**Record Date:** 04/27/2026 **Meeting Type:** Annual
**Primary Security ID:** W0R093258

**Shares Voted:** 629

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8 | Receive CEO's Report | Mgmt | | | |
| 9a1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9a2 | Accept Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9b | Approve Allocation of Income and Dividends of SEK 1.50 Per Share | Mgmt | For | For | For |
| 9c1 | Approve Discharge of Johan Sjo | Mgmt | For | For | For |
| 9c2 | Approve Discharge of Stefan Hedelius | Mgmt | For | For | For |
| 9c3 | Approve Discharge of Eva Nilsagard | Mgmt | For | For | For |
| 9c4 | Approve Discharge of Birgit Stattin Norinder | Mgmt | For | For | For |
| 9c5 | Approve Discharge of Eva Elmstedt | Mgmt | For | For | For |
| 9c6 | Approve Discharge of Kristina Patek | Mgmt | For | For | For |
| 9c7 | Approve Discharge of Hakan Roos | Mgmt | For | For | For |
| 9c8 | Approve Discharge of Fredrik Dalborg | Mgmt | For | For | For |
| 10 | Receive Nominating Committee's Report | Mgmt | | | |
| 11 | Determine Number of Members (6) and Deputy Members (0) of Board | Mgmt | For | For | For |

## AddLife AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12.1 | Approve Remuneration of Directors in the Amount of SEK 1.05 Million for Chair and SEK 440,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 12.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 13.1 | Reelect Johan Sjo as Director | Mgmt | For | For | For |
| 13.2 | Reelect Stefan Hedelius as Director | Mgmt | For | For | For |
| 13.3 | Reelect Eva Nilsagard as Director | Mgmt | For | For | For |
| 13.4 | Reelect Eva Elmstedt as Director | Mgmt | For | For | For |
| 13.5 | Reelect Kristina Patek as Director | Mgmt | For | For | For |
| 13.6 | Elect Fredrik Ragmark as New Director | Mgmt | For | For | For |
| 13.7 | Reelect Johan Sjo as Board Chair | Mgmt | For | For | For |
| 14 | Ratify Pricewaterhousecoopers as Auditors | Mgmt | For | For | For |
| 15 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because of the lack of disclosure of weights and performance targets linked to the STIP performance criteria and the continued significant year-on-year base salary increases without accompanying rationales.* | | | | |
| 16A | Approve Long-Term Incentive Program (LTIP 2026) | Mgmt | For | For | For |
| 16B | Approve Equity Plan Financing | Mgmt | For | For | For |
| 16C | Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party | Mgmt | For | For | For |
| 17 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 18 | Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights | Mgmt | For | For | For |
| 19 | Close Meeting | Mgmt | | | |

## Alcoa Corporation

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** AA

**Record Date:** 03/11/2026 **Meeting Type:** Annual

**Primary Security ID:** 013872106

## Alcoa Corporation

**Shares Voted:** 3,260

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Thomas J. Gorman | Mgmt | For | For | For |
| 1b | Elect Director John A. Bevan | Mgmt | For | For | For |
| 1c | Elect Director Mary Anne Citrino | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Alistair Field | Mgmt | For | For | For |
| 1e | Elect Director Pasquale (Pat) Fiore | Mgmt | For | For | For |
| 1f | Elect Director Brian R. Galovich | Mgmt | For | For | For |
| 1g | Elect Director James A. Hughes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Roberto O. Marques | Mgmt | For | For | For |
| 1i | Elect Director William F. Oplinger | Mgmt | For | For | For |
| 1j | Elect Director Carol L. Roberts | Mgmt | For | For | For |
| 1k | Elect Director Jackson (Jackie) P. Roberts | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## argenx SE

**Meeting Date:** 05/06/2026 **Country:** Netherlands **Ticker:** ARGX
**Record Date:** 04/08/2026 **Meeting Type:** Annual
**Primary Security ID:** N0610Q109

**Shares Voted:** 62

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |

## argenx SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2. | Receive Report of Management Board (Non-Voting) | Mgmt | | | |
| 3. | Approve Remuneration Report | Mgmt | For | For | For |
| 4.a. | Discuss Annual Report for FY 2025 | Mgmt | | | |
| 4.b. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4.c. | Discussion on Company's Corporate Governance Structure | Mgmt | | | |
| 4.d. | Approve Allocation of Income to the Retained Earnings of the Company | Mgmt | For | For | For |
| 4.e. | Approve Discharge of Executive Directors | Mgmt | For | For | For |
| 4.f. | Approve Discharge of Non-Executive Directors | Mgmt | For | For | For |
| 5. | Elect Karen Massey as Executive Director | Mgmt | For | For | For |
| 6. | Elect Tim Van Hauwermeiren as Non-Executive Director | Mgmt | For | For | For |
| 7. | Reelect Ana Cespedes as Non-Executive Director | Mgmt | For | For | For |
| 8. | Reelect Camilla Sylvest as Non-Executive Director | Mgmt | For | For | For |
| 9. | Reelect Pamela Klein as Non-Executive Director | Mgmt | For | For | For |
| 10. | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Limit/Exclude Preemptive Rights | Mgmt | For | For | For |
| 11. | Ratify Ernst & Young Accountants LLP as Auditors | Mgmt | For | For | For |
| 12. | Other Business (Non-Voting) | Mgmt | | | |
| 13. | Close Meeting | Mgmt | | | |

## Aviva Plc

**Meeting Date:** 05/06/2026 **Country:** United Kingdom **Ticker:** AV
**Record Date:** 05/01/2026 **Meeting Type:** Annual
**Primary Security ID:** G0683Q158

**Shares Voted:** 107,876

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Aviva Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Annual Bonus Plan | Mgmt | For | For | For |
| 5 | Approve Long-Term Incentive Plan | Mgmt | For | For | For |
| 6 | Approve Climate-Related Financial Disclosures | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted as: * The Company does not include investee Scope 3 emissions (Scope 3 of Scope 3) in its estimates of investee emissions, nor has it set targets including this Scope 3. * The company does not yet disclose its insurance-associated emissions under Scope 3 category 15 - underwriting. * The company has taken a decision to no longer seek formal SBTi validation, and consequently to also withdraw the validation of the five targets previously provided by the SBTi in 2022. * The company's reporting does not allow for a complete understanding of the progress against targets, and the coverage emissions and baseline year information regarding NZAOA targets. * The Company has not yet set a new transition finance target, after the completion of its 2025 target. * The Company's fossil fuel position does not provide limitations regarding oil and gas companies other than those involved in Arctic Oil and Oil Sands, although the company commits to not offer insurance for the development of new or expansion of existing coal mines, oil or gas fields. * The company has yet to disclose its quantitative assessment of potential financial impacts related to its physical and transition risks and opportunities.* | | | | |
| 7 | Approve Final Dividend | Mgmt | For | For | For |
| 8 | Re-elect George Culmer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Cheryl Agius, Andrea Blance, Ian Clark, Shonaid Jemmett-Page, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville, Michael Mire and Thomas Morrison is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Amanda Blanc as Director | Mgmt | For | For | For |
| 10 | Re-elect Charlotte Jones as Director | Mgmt | For | For | For |
| 11 | Re-elect Cheryl Agius as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Cheryl Agius, Andrea Blance, Ian Clark, Shonaid Jemmett-Page, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville, Michael Mire and Thomas Morrison is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Re-elect Andrea Blance as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Cheryl Agius, Andrea Blance, Ian Clark, Shonaid Jemmett-Page, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville, Michael Mire and Thomas Morrison is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Re-elect Ian Clark as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Cheryl Agius, Andrea Blance, Ian Clark, Shonaid Jemmett-Page, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville, Michael Mire and Thomas Morrison is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 14 | Re-elect Patrick Flynn as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Cheryl Agius, Andrea Blance, Ian Clark, Shonaid Jemmett-Page, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville, Michael Mire and Thomas Morrison is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

# Aviva Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Re-elect Shonaid Jemmett-Page as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Cheryl Agius, Andrea Blance, Ian Clark, Shonaid Jemmett-Page, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville, Michael Mire and Thomas Morrison is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 16 | Re-elect Mohit Joshi as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Cheryl Agius, Andrea Blance, Ian Clark, Shonaid Jemmett-Page, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville, Michael Mire and Thomas Morrison is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 17 | Re-elect Pippa Lambert as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Cheryl Agius, Andrea Blance, Ian Clark, Shonaid Jemmett-Page, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville, Michael Mire and Thomas Morrison is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 18 | Re-elect Jim McConville as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Cheryl Agius, Andrea Blance, Ian Clark, Shonaid Jemmett-Page, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville, Michael Mire and Thomas Morrison is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 19 | Re-elect Michael Mire as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Cheryl Agius, Andrea Blance, Ian Clark, Shonaid Jemmett-Page, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville, Michael Mire and Thomas Morrison is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 20 | Re-elect Neil Morrison as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Cheryl Agius, Andrea Blance, Ian Clark, Shonaid Jemmett-Page, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville, Michael Mire and Thomas Morrison is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 21 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 22 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 23 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 24 | Authorise Issue of Equity | Mgmt | For | For | For |
| 25 | Authorise Issue of Equity in Relation to Any Issuance of SII Instruments | Mgmt | For | For | For |
| 26 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 27 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 28 | Adopt New Articles of Association | Mgmt | For | For | For |
| 29 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

# Brown & Brown, Inc.

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** BRO
**Record Date:** 03/02/2026 **Meeting Type:** Annual
**Primary Security ID:** 115236101

**Shares Voted:** 2,562

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director J. Hyatt Brown | Mgmt | For | For | For |
| 1.2 | Elect Director J. Powell Brown | Mgmt | For | For | For |
| 1.3 | Elect Director Lawrence L. Gellerstedt, III | Mgmt | For | For | For |
| 1.4 | Elect Director Theodore J. Hoepner | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director James S. Hunt | Mgmt | For | For | For |
| 1.6 | Elect Director Toni Jennings | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Joia M. Johnson | Mgmt | For | For | For |
| 1.8 | Elect Director Paul J. Krump | Mgmt | For | For | For |
| 1.9 | Elect Director Timothy R.M. Main | Mgmt | For | For | For |
| 1.10 | Elect Director Bronislaw E. Masojada | Mgmt | For | For | For |
| 1.11 | Elect Director Jaymin B. Patel | Mgmt | For | For | For |
| 1.12 | Elect Director H. Palmer Proctor, Jr. | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.13 | Elect Director Wendell S. Reilly | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.14 | Elect Director Kathleen A. Savio | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Clearwater Analytics Holdings, Inc.

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** CWAN
**Record Date:** 04/06/2026 **Meeting Type:** Special
**Primary Security ID:** 185123106

**Shares Voted:** 1,721

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## Entegris, Inc.

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** ENTG
**Record Date:** 03/20/2026 **Meeting Type:** Annual
**Primary Security ID:** 29362U104

**Shares Voted:** 730

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Rodney Clark | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director James F. Gentilcore | Mgmt | For | For | For |
| 1c | Elect Director Yvette Kanouff | Mgmt | For | For | For |
| 1d | Elect Director James P. Lederer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Bertrand Loy | Mgmt | For | For | For |
| 1f | Elect Director Mary Puma | Mgmt | For | For | For |
| 1g | Elect Director David Reeder | Mgmt | For | For | For |
| 1h | Elect Director Azita Saleki-Gerhardt | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |

## Entegris, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the ability to call special meetings would improve shareholder rights, this proposal is merely an advisory request to provide a special meeting right with a 25 percent ownership threshold and a one-year holding period, with otherwise undefined terms. The 25 percent ownership threshold is considered relatively high for a company of this size. Moreover, the proposed 10 percent ownership threshold in Item 6 is considered more appropriate and it is recommended that shareholders vote in favor of Item 6.* | | | | |
| 6 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights. The proposed 10 percent ownership threshold is considered more appropriate for a company of this size relative to the 25 percent ownership threshold proposed by management in Item 5.* | | | | |

## Eurazeo SE

**Meeting Date:** 05/06/2026 **Country:** France **Ticker:** RF

**Record Date:** 04/27/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F3296A108

**Shares Voted:** 190

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of EUR 2.92 per Share and an Extra of EUR 0.29 per Share to Long Term Registered Shares | Mgmt | For | For | For |
| 3 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | For | For |
| 5 | Approve Transaction with Certain Shareholders of the Company Re: Pacte David-Weill 2026 | Mgmt | For | For | For |
| 6 | Reelect Mathilde Lemoine as Supervisory Board Member | Mgmt | For | For | For |
| 7 | Reelect Serge Schoen as Supervisory Board Member | Mgmt | For | For | For |
| 8 | Appoint Flavie Richardson as Censor | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the company has failed to provide an adequate rationale on the proposed nomination.* | | | | |

# Eurazeo SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Approve Remuneration Policy of Supervisory Board Members | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Management Board Members | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as: - The LTI caps of all executives are increasing for the second time in a row, and the company's rationale is not fully compelling, - Both STI and LTI have compensatory effects that could create misalignments between remuneration and performance, although the compensatory effects of the LTI were halved for FY26. - The LTIP performance conditions may appear generous in vesting. - The severance payment lacks stringency. - Shares could fully vest in case of retirement. - The exceptional compensation of the STI is now uncapped with looser award conditions.* | | | | |
| 11 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 12 | Approve Compensation of Jean-Charles Decaux, Chairman of the Supervisory Board | Mgmt | For | For | For |
| 13 | Approve Compensation of William Kadouch-Chassaing, Management Board Member | Mgmt | For | For | For |
| 14 | Approve Compensation of Christophe Bavière, Management Board Member | Mgmt | For | For | For |
| 15 | Approve Compensation of Sophie Flak, Management Board Member | Mgmt | For | For | For |
| 16 | Approve Compensation of Olivier Millet, Management Board Member Until March 17, 2025 | Mgmt | For | For | For |
| 17 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 18 | Appoint KPMG SA as Auditor | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 19 | Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 20 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 105 Million | Mgmt | For | For | For |
| 21 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 21 Million | Mgmt | For | For | For |
| 22 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital | Mgmt | For | For | For |

## Eurazeo SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 23 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Mgmt | For | For | For |
| 24 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 25 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 26 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-24 at EUR 105 Million | Mgmt | For | For | For |
| 27 | Amend Article 23 of Bylaws to Incorporate Legal Changes Re: Record Date | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 28 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Federal Realty Investment Trust

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** FRT

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 313745101

**Shares Voted:** 1,888

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director David W. Faeder | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Joseph D. Fisher | Mgmt | For | For | For |
| 1.3 | Elect Director Elizabeth I. Holland | Mgmt | For | For | For |
| 1.4 | Elect Director Nicole Y. Lamb-Hale | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Thomas A. McEachin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Federal Realty Investment Trust

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director Anthony P. Nader, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Gail P. Steinel | Mgmt | For | For | For |
| 1.8 | Elect Director Donald C. Wood | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - Modified single-trigger provision in change-in-control agreements.* | | | | |
| 3 | Ratify Grant Thornton, LLP as Auditors | Mgmt | For | For | For |

## Fluidra SA

**Meeting Date:** 05/06/2026 **Country:** Spain **Ticker:** FDR

**Record Date:** 04/30/2026 **Meeting Type:** Annual

**Primary Security ID:** E52619108

**Shares Voted:** 450

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 4 | Approve Discharge of Board | Mgmt | For | For | For |
| 5 | Reelect Jose Manuel Vargas Gomez as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the (re)elections of non-independent nominees Jose Manuel Vargas Gomez and Allison Steiner under Items 5 and 6 is warranted due to insufficient independent representation on the board of directors (43 percent).* | | | | |
| 6 | Ratify Appointment of and Elect Allison Steiner as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the (re)elections of non-independent nominees Jose Manuel Vargas Gomez and Allison Steiner under Items 5 and 6 is warranted due to insufficient independent representation on the board of directors (43 percent).* | | | | |
| 7 | Elect Stephen G. Kaniewski as Director | Mgmt | For | For | For |
| 8 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |

## Fluidra SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent | Mgmt | For | For | For |
| 10 | Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 500 Million with Exclusion of Preemptive Rights up to 10 Percent of Capital | Mgmt | For | For | For |
| 11 | Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 1.8 Billion | Mgmt | For | For | For |
| 12 | Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 13 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## GSK Plc

**Meeting Date:** 05/06/2026 **Country:** United Kingdom **Ticker:** GSK

**Record Date:** 05/01/2026 **Meeting Type:** Annual

**Primary Security ID:** G3910J179

**Shares Voted:** 39,608

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Amend Remuneration Policy | Mgmt | For | For | For |
| 4 | Elect Luke Miels as Director | Mgmt | For | For | For |
| 5 | Re-elect Sir Jonathan Symonds as Director | Mgmt | For | For | For |
| 6 | Re-elect Julie Brown as Director | Mgmt | For | For | For |
| 7 | Re-elect Elizabeth Anderson as Director | Mgmt | For | For | For |
| 8 | Re-elect Charles Bancroft as Director | Mgmt | For | For | For |
| 9 | Re-elect Hal Barron as Director | Mgmt | For | For | For |
| 10 | Re-elect Anne Beal as Director | Mgmt | For | For | For |

## GSK Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Re-elect Wendy Becker as Director | Mgmt | For | For | For |
| 12 | Re-elect Harry Dietz as Director | Mgmt | For | For | For |
| 13 | Re-elect Jeannie Lee as Director | Mgmt | For | For | For |
| 14 | Re-elect Gavin Screaton as Director | Mgmt | For | For | For |
| 15 | Re-elect Vishal Sikka as Director | Mgmt | For | For | For |
| 16 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Audit & Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports | Mgmt | For | For | For |
| 24 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 25 | Amend Articles of Association | Mgmt | For | For | For |

## Hannover Rueck SE

**Meeting Date:** 05/06/2026 **Country:** Germany **Ticker:** HNR1

**Record Date:** 04/29/2026 **Meeting Type:** Annual

**Primary Security ID:** D3015J135

**Shares Voted:** 200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |

# Hannover Rueck SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Allocation of Income and Dividends of EUR 12.50 per Share | Mgmt | For | For | For |
| 3a | Approve Discharge of Management Board Member Jean-Jacques Henchoz (Chairman until March 31, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 3b | Approve Discharge of Management Board Member Clemens Jungsthoefel (Chairman from April 1, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 3c | Approve Discharge of Management Board Member Sven Althoff for Fiscal Year 2025 | Mgmt | For | For | For |
| 3d | Approve Discharge of Management Board Member Claude Chevre for Fiscal Year 2025 | Mgmt | For | For | For |
| 3e | Approve Discharge of Management Board Member Christian Hermelingmeier (from April 1, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 3f | Approve Discharge of Management Board Member Brona Magee for Fiscal Year 2025 | Mgmt | For | For | For |
| 3g | Approve Discharge of Management Board Member Sharon Ooi for Fiscal Year 2025 | Mgmt | For | For | For |
| 3h | Approve Discharge of Management Board Member Silke Sehm for Fiscal Year 2025 | Mgmt | For | For | For |
| 3i | Approve Discharge of Management Board Member Thorsten Steinmann for Fiscal Year 2025 | Mgmt | For | For | For |
| 4a | Approve Discharge of Supervisory Board Member Torsten Leue for Fiscal Year 2025 | Mgmt | For | For | For |
| 4b | Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2025 | Mgmt | For | For | For |
| 4c | Approve Discharge of Supervisory Board Member Ilka Hundeshagen for Fiscal Year 2025 | Mgmt | For | For | For |

# Hannover Rueck SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4d | Approve Discharge of Supervisory Board Member Timo Kaufmann for Fiscal Year 2025 | Mgmt | For | For | For |
| 4e | Approve Discharge of Supervisory Board Member Harald Kayser for Fiscal Year 2025 | Mgmt | For | For | For |
| 4f | Approve Discharge of Supervisory Board Member Sibylle Kempff for Fiscal Year 2025 | Mgmt | For | For | For |
| 4g | Approve Discharge of Supervisory Board Member Alena Kouba for Fiscal Year 2025 | Mgmt | For | For | For |
| 4h | Approve Discharge of Supervisory Board Member Ursula Lipowsky for Fiscal Year 2025 | Mgmt | For | For | For |
| 4i | Approve Discharge of Supervisory Board Member Michael Ollmann for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2026 and for the Review of the Interim Financial Statements for Fiscal Year 2026 and First Quarter of Fiscal Year 2027 | Mgmt | For | For | For |
| 5.2 | Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 24.1 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | For | For |
| 8 | Approve Creation of EUR 24.1 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 9 | Approve Creation of EUR 1 Million Pool of Authorized Capital 2026 for Employee Stock Purchase Plan | Mgmt | For | For | For |

## IDEX Corporation

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** IEX
**Record Date:** 03/12/2026 **Meeting Type:** Annual
**Primary Security ID:** 45167R104

**Shares Voted:** 2,335

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mark A. Beck | Mgmt | For | For | For |
| 1b | Elect Director Carl R. Christenson | Mgmt | For | For | For |
| 1c | Elect Director Katrina L. Helmkamp | Mgmt | For | For | For |
| 1d | Elect Director Alejandro Quiroz Centeno | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: * The majority of equity awards to the CEO are not tied to performance-contingent pay elements; * Excessive differentials between CEO pay and the pay of other named executive officers at the firm.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.56 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

## Intact Financial Corporation

**Meeting Date:** 05/06/2026 **Country:** Canada **Ticker:** IFC
**Record Date:** 03/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 45823T106

**Shares Voted:** 4,444

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Charles Brindamour | Mgmt | For | For | For |
| 1.2 | Elect Director Thomas E. Flynn | Mgmt | For | For | For |
| 1.3 | Elect Director Michael Katchen | Mgmt | For | For | For |
| 1.4 | Elect Director Stephani E. Kingsmill | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Stephani Kingsmill, Jane Kinney, Stuart Russell, Indira Samarasekera and Frederick Singer for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.5 | Elect Director Jane E. Kinney | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Stephani Kingsmill, Jane Kinney, Stuart Russell, Indira Samarasekera and Frederick Singer for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.6 | Elect Director Robert G. Leary | Mgmt | For | For | For |

## Intact Financial Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director T. Michael Miller | Mgmt | For | For | For |
| 1.8 | Elect Director Sylvie Paquette | Mgmt | For | For | For |
| 1.9 | Elect Director Stuart J. Russell | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Stephani Kingsmill, Jane Kinney, Stuart Russell, Indira Samarasekera and Frederick Singer for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.10 | Elect Director Indira V. Samarasekera | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Stephani Kingsmill, Jane Kinney, Stuart Russell, Indira Samarasekera and Frederick Singer for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.11 | Elect Director Frederick Singer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Stephani Kingsmill, Jane Kinney, Stuart Russell, Indira Samarasekera and Frederick Singer for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.12 | Elect Director Carolyn A. Wilkins | Mgmt | For | For | For |
| 1.13 | Elect Director William L. Young | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Re-approve Shareholder Rights Plan | Mgmt | For | For | For |
| 4 | Advisory Vote on Executive Compensation Approach | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the say-on-pay proposal for the following reasons: * The CEO's total compensation increased by 65 percent year over year, primarily driven by the 2025 PSO grant, despite the company significantly underperforming its self-selected peer group, Canadian insurance peers, and its four-digit GICS peer group across most performance periods reviewed. * The company's TSR ranks in the bottom quartile, while CEO compensation is near or above the top quartile over the one-, three-, and five-year timeframes. * The degree of misalignment is further underscored by comparisons with Canadian insurance peers, where relative performance and pay outcomes diverge meaningfully. * The 2025 PSO grant is a significant driver of the pay-for-performance misalignment. The award was granted while the 2021 PSO grant remained fully unvested, resulting in a three-year overlap in vesting periods. This overlap weakens the stated retention rationale and heightens concerns regarding the quantum and performance rigor of the new award. * The vesting conditions of the 2025 PSO grant are less rigorous than those of the 2021 PSO grant, further diluting the alignment between executive pay outcomes and long-term shareholder value creation.* | | | | |

## Loomis AB

**Meeting Date:** 05/06/2026 **Country:** Sweden **Ticker:** LOOMIS

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** W5S50Y116

**Shares Voted:** 320

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |

# Loomis AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive President's Report | Mgmt | | | |
| 8a | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8b | Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management | Mgmt | | | |
| 9a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9b | Approve Allocation of Income and Dividends of SEK 15.00 Per Share and an Extraordinary Dividend of SEK 5.00 per Share | Mgmt | For | For | For |
| 9c | Approve May 8, 2026 as Record Date for Dividend Payment | Mgmt | For | For | For |
| 9d.1 | Approve Discharge of Lars Blecko | Mgmt | For | For | For |
| 9d.2 | Approve Discharge of Alf Goransson | Mgmt | For | For | For |
| 9d.3 | Approve Discharge of Cecilia Daun Wennborg | Mgmt | For | For | For |
| 9d.4 | Approve Discharge of Johan Lundberg | Mgmt | For | For | For |
| 9d.5 | Approve Discharge of Liv Forhaug | Mgmt | For | For | For |
| 9d.6 | Approve Discharge of Santiago Galaz | Mgmt | For | For | For |
| 9d.7 | Approve Discharge of Marita Odelius | Mgmt | For | For | For |
| 9d.8 | Approve Discharge of Chalanja Henningsson | Mgmt | For | For | For |
| 9d.9 | Approve Discharge of CEO Aritz Larrea | Mgmt | For | For | For |
| 10 | Determine Number of Members (7) and Deputy Members of Board (0) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of SEK 1.56 Million for Chair and SEK 650,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors | Mgmt | For | For | For |

## Loomis AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Reelect Lars Blecko (Chair), Alf Goransson, Cecilia Daun Wennborg, Liv Forhaug, Johan Lundberg, Santiago Galaz and Marita Odelius as Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted for the following reasons: * Nominee Alf Goransson is considered overboarded. * Less than half of the members on the remuneration committee are considered independent. * Audit committee chair Cecilia Daun Wennborg is non-independent. * The company has presented the election of directors as a single voting item, leaving shareholders with no option but to vote for or against all director nominees.* | | | | |
| 13 | Ratify Deloitte AB as Auditors | Mgmt | For | For | For |
| 14 | Approve Remuneration Report | Mgmt | For | For | For |
| 15 | Approve Performance Share Matching Plan LTIP 2026 for Key Employees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed plan is warranted as the EPS metric, making up 84 percent of the relative weight of the plan, is based on an annual performance period.* | | | | |
| 16 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 17 | Approve SEK 8.2 Million Reduction in Share Capital via Share Cancellation; Approve SEK 8.2 Million Increase of Share Capital through a Bonus Issue without the Issuance of New Shares | Mgmt | For | For | For |
| 18 | Close Meeting | Mgmt | | | |

## Moderna, Inc.

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** MRNA
**Record Date:** 03/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 60770K107

**Shares Voted:** 1,724

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Sandra Horning | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Governance Committee member Sandra Horning is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Abbas Hussain | Mgmt | For | For | For |

## Moderna, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the CEO's annual and long-term incentives are sufficiently tied to performance measures, significant disclosure and structural concerns exist. The company does not disclose threshold and maximum goals for the annual bonus metrics. Further, the financial metrics lacked a maximum payout cap and the committee relied upon discretion to reduce an above-maximum payout to a more appropriate level. In addition, the number of shares granted to the CEO under the long-term incentive program increased significantly in FY25 to maintain the same grant value amid the company's negative stock price trajectory, which could result in a windfall to the CEO. Additionally concerning, one NEO received an equity award with an equivalent value to that of the CEO without a compelling rationale for this magnitude disclosed. Concerns surrounding this award and other non-CEO NEOs' equity awards were magnified as a majority of the awards lacked performance criteria or an extended time horizon.* | | | | |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Molina Healthcare, Inc.

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** MOH

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 60855R100

**Shares Voted:** 300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Barbara L. Brasier | Mgmt | For | For | For |
| 1b | Elect Director Leo P. Grohowski | Mgmt | For | For | For |
| 1c | Elect Director Stephen H. Lockhart | Mgmt | For | For | For |
| 1d | Elect Director Steven J. Orlando | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Ronna E. Romney | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Richard M. Schapiro | Mgmt | For | For | For |
| 1g | Elect Director Francis S. Soistman | Mgmt | For | For | For |
| 1h | Elect Director Dale B. Wolf | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Richard C. Zoretic | Mgmt | For | For | For |

## Molina Healthcare, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Joseph M. Zubretsky | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: CEO pay and company performance were reasonably aligned for the year in review. The incentive programs were largely performance-based and the awards were forfeited in the short- and long-term incentive programs consistent with the company's financial performance. However, the compensation committee demonstrated only limited responsiveness to last year's failed say-on-pay vote. While the committee engaged with shareholders and disclosed their concerns and provided some additional disclosure surrounding the FY24 special equity awards, the committee did not fully address shareholders' concerns. As such, a vote AGAINST this proposal is warranted.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The three-year average burn rate is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting* | | | | |
| 5 | Provide Right to Call Special Meeting | Mgmt | For | For | For |

## Mycronic AB

**Meeting Date:** 05/06/2026 **Country:** Sweden **Ticker:** MYCR

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** W6191U120

**Shares Voted:** 764

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 3 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 4.1 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of SEK 3.25 Per Share | Mgmt | For | For | For |
| 9.1 | Approve Discharge of Patrik Tigerschiold | Mgmt | For | For | For |

# Mycronic AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9.2 | Approve Discharge of Arun Bansal | Mgmt | For | For | For |
| 9.3 | Approve Discharge of Anna Belfrage | Mgmt | For | For | For |
| 9.4 | Approve Discharge of Katarina Bonde | Mgmt | For | For | For |
| 9.5 | Approve Discharge of Staffan Dahlstrom | Mgmt | For | For | For |
| 9.6 | Approve Discharge of Jens Hinrichsen | Mgmt | For | For | For |
| 9.7 | Approve Discharge of Bo Risberg | Mgmt | For | For | For |
| 9.8 | Approve Discharge of Jorgen Lundberg | Mgmt | For | For | For |
| 9.9 | Approve Discharge of Sahar Raouf | Mgmt | For | For | For |
| 9.10 | Approve Discharge of CEO Anders Lindqvist | Mgmt | For | For | For |
| 10 | Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of SEK 1.1 Million for Chair and SEK 450,000 for Other Directors; Approve Remuneration of Auditors | Mgmt | For | For | For |
| 12.1 | Reelect Patrik Tigerschiold as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Patrik Tigerschiold is warranted for lack of diversity on the board. A vote AGAINST Anna Belfrage is warranted due to her being considered overboarded. A vote FOR the remaining nominees is warranted.* | | | | |
| 12.2 | Reelect Arun Bansal as Director | Mgmt | For | For | For |
| 12.3 | Reelect Anna Belfrage as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Patrik Tigerschiold is warranted for lack of diversity on the board. A vote AGAINST Anna Belfrage is warranted due to her being considered overboarded. A vote FOR the remaining nominees is warranted.* | | | | |
| 12.4 | Reelect Katarina Bonde as Director | Mgmt | For | For | For |
| 12.5 | Reelect Staffan Dahlstrom as Director | Mgmt | For | For | For |
| 12.6 | Reelect Jens Hinrichsen as Director | Mgmt | For | For | For |
| 12.7 | Reelect Bo Risberg as Director | Mgmt | For | For | For |
| 12.8 | Reelect Patrik Tigerschiold as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because Patrik Tigerschiold to the board of directors is not supported and since he would be considered overboarded as board chair.* | | | | |

## Mycronic AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13.1 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 14 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to a lack of disclosure of achievement levels of individual metrics, lack of disclosure of performance targets, and considering the capping of the short-term bonus.* | | | | |
| 15 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 16 | Authorize Chair of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee | Mgmt | For | For | For |
| 17 | Approve Creation of Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 18 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 19A | Approve Performance Based Share Plan LTIP 2026 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the performance period is potentially insufficient.* | | | | |
| 19B | Approve Equity Plan Financing | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with a potentially insufficient performance period.* | | | | |

## Nolato AB

**Meeting Date:** 05/06/2026 **Country:** Sweden **Ticker:** NOLA.B
**Record Date:** 04/27/2026 **Meeting Type:** Annual
**Primary Security ID:** W57621141

**Shares Voted:** 1,907

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting; Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 3 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Nolato AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7b | Approve Remuneration Report | Mgmt | For | For | For |
| 7c | Approve Allocation of Income and Dividends of SEK 1.70 Per Share; Approve Record Date for Dividend Payment | Mgmt | For | For | For |
| 7d1 | Approve Discharge of Klas Forsstrom | Mgmt | For | For | For |
| 7d2 | Approve Discharge of Carina van den Berg | Mgmt | For | For | For |
| 7d3 | Approve Discharge of Tomas Blomquist | Mgmt | For | For | For |
| 7d4 | Approve Discharge of Sven Bostrom | Mgmt | For | For | For |
| 7d5 | Approve Discharge of Lovisa Hamrin | Mgmt | For | For | For |
| 7d6 | Approve Discharge of Asa Hedin | Mgmt | For | For | For |
| 7d7 | Approve Discharge of Erik Lynge-Jorlen | Mgmt | For | For | For |
| 7d8 | Approve Discharge of Fredrik Arp | Mgmt | For | For | For |
| 7d9 | Approve Discharge of Steven Gorial | Mgmt | For | For | For |
| 7d10 | Approve Discharge of Bjorn Jacobsson | Mgmt | For | For | For |
| 7d11 | Approve Discharge of Arif Mislimi | Mgmt | For | For | For |
| 7d12 | Approve Discharge of Carl Selander | Mgmt | For | For | For |
| 7d13 | Approve Discharge of CEO Christer Wahlquist | Mgmt | For | For | For |
| 8.1 | Determine Number of Members (8) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 8.2 | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 9.1 | Approve Remuneration of Directors in the Amount of SEK 1.15 Million for Chair and SEK 355,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 9.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 10.1 | Reelect Carina van den Berg as Director | Mgmt | For | For | For |
| 10.2 | Reelect Tomas Blomquist as Director | Mgmt | For | For | For |
| 10.3 | Reelect Sven Bostrom as Director | Mgmt | For | For | For |

## Nolato AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10.4 | Reelect Erik Lynge-Jorlen as Director | Mgmt | For | For | For |
| 10.5 | Reelect Lovisa Hamrin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Lovisa Hamrin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10.6 | Elect Martin Malmvik as New Director | Mgmt | For | For | For |
| 10.7 | Elect Gunilla Saltin as New Director | Mgmt | For | For | For |
| 10.8 | Reelect Klas Forsstrom as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Klas Forsstrom is warranted due to him holding an outside executive position while being proposed as board chair and therefore being considered overboarded.* | | | | |
| 10.9 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 12 | Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights | Mgmt | For | For | For |
| 13 | Close Meeting | Mgmt | | | |

## PepsiCo, Inc.

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** PEP

**Record Date:** 02/26/2026 **Meeting Type:** Annual

**Primary Security ID:** 713448108

**Shares Voted:** 1,954

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jennifer Bailey | Mgmt | For | For | For |
| 1b | Elect Director Cesar Conde | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Ian Cook | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Edith W. Cooper | Mgmt | For | For | For |
| 1e | Elect Director Susan M. Diamond | Mgmt | For | For | For |
| 1f | Elect Director Dina Dublon | Mgmt | For | For | For |
| 1g | Elect Director Michelle Gass | Mgmt | For | For | For |

## PepsiCo, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director David W. Gibbs | Mgmt | For | For | For |
| 1i | Elect Director Ramon L. Laguarta | Mgmt | For | For | For |
| 1j | Elect Director Dave J. Lewis | Mgmt | For | For | For |
| 1k | Elect Director Robert C. Pohlad | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1l | Elect Director Daniel Vasella | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1m | Elect Director Alberto Weisser | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 5 | Report on Effectiveness of Human Rights Policies and Oversight | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on the effectiveness of the company's efforts and management of human rights-related risks in its supply chain.* | | | | |
| 6 | Report on Animal Welfare in Supply Chain | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure would help strengthen the company's stated animal welfare policies and practices. In addition, the disclosure would enable shareholders to better assess the effectiveness of the company's animal welfare efforts and its management and oversight of related risks within its supply chain.* | | | | |

## Regions Financial Corporation

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** RF

**Record Date:** 03/10/2026 **Meeting Type:** Annual

**Primary Security ID:** 7591EP100

**Shares Voted:** 44,653

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mark A. Crosswhite | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Noopur Davis | Mgmt | For | For | For |

# Regions Financial Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Zhanna Golodryga | Mgmt | For | For | For |
| 1d | Elect Director J. Thomas Hill | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Roger W. Jenkins | Mgmt | For | For | For |
| 1f | Elect Director Joia M. Johnson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Ruth Ann Marshall | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Alison S. Rand | Mgmt | For | For | For |
| 1i | Elect Director William C. Rhodes, III | Mgmt | For | For | For |
| 1j | Elect Director Lee J. Styslinger, III | Mgmt | For | For | For |
| 1k | Elect Director José S. Suquet | Mgmt | For | For | For |
| 1l | Elect Director John M. Turner, Jr. | Mgmt | For | For | For |
| 1m | Elect Director Timothy Vines | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |
| 5 | Eliminate Supermajority Vote Requirement for Certain Business Combinations | Mgmt | For | For | For |
| 6 | Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Mgmt | For | For | For |
| 7 | Amend Certificate of Incorporation to Implement Other Miscellaneous Changes | Mgmt | For | For | For |
| 8 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.* | | | | |

# Rio Tinto Plc

**Meeting Date:** 05/06/2026 **Country:** United Kingdom **Ticker:** RIO
**Record Date:** 05/01/2026 **Meeting Type:** Annual
**Primary Security ID:** G75754104

**Shares Voted:** 4,359

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Resolutions 1 to 17 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report for UK Law Purposes | Mgmt | For | For | For |
| 3 | Approve Remuneration Report for Australian Law Purposes | Mgmt | For | For | For |
| 4 | Approve the Potential Termination of Benefits for Australian Law Purposes | Mgmt | For | For | For |
| 5 | Elect Simon Trott as Director | Mgmt | For | For | For |
| 6 | Re-elect Dominic Barton as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dominic Barton, Sharon Thorne, Diano (Dean) Dalla Valle, Ngaire Woods, and Benjamin (Ben) Wyatt is warranted for lack of diversity on the board. A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Diano (Dean) Dalla Valle, is further warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. * A vote AGAINST incumbent chair Dominic Barton is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining nominees is warranted.* | | | | |
| 7 | Re-elect Peter Cunningham as Director | Mgmt | For | For | For |
| 8 | Re-elect Dean Dalla Valle as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dominic Barton, Sharon Thorne, Diano (Dean) Dalla Valle, Ngaire Woods, and Benjamin (Ben) Wyatt is warranted for lack of diversity on the board. A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Diano (Dean) Dalla Valle, is further warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. * A vote AGAINST incumbent chair Dominic Barton is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Re-elect Susan Lloyd-Hurwitz as Director | Mgmt | For | For | For |
| 10 | Re-elect Jennifer Nason as Director | Mgmt | For | For | For |
| 11 | Re-elect Joc O'Rourke as Director | Mgmt | For | For | For |

# Rio Tinto Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Re-elect Sharon Thorne as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dominic Barton, Sharon Thorne, Diano (Dean) Dalla Valle, Ngaire Woods, and Benjamin (Ben) Wyatt is warranted for lack of diversity on the board. A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Diano (Dean) Dalla Valle, is further warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. * A vote AGAINST incumbent chair Dominic Barton is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining nominees is warranted.* | | | | |
| 13 | Re-elect Ngaire Woods as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dominic Barton, Sharon Thorne, Diano (Dean) Dalla Valle, Ngaire Woods, and Benjamin (Ben) Wyatt is warranted for lack of diversity on the board. A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Diano (Dean) Dalla Valle, is further warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. * A vote AGAINST incumbent chair Dominic Barton is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining nominees is warranted.* | | | | |
| 14 | Re-elect Ben Wyatt as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Dominic Barton, Sharon Thorne, Diano (Dean) Dalla Valle, Ngaire Woods, and Benjamin (Ben) Wyatt is warranted for lack of diversity on the board. A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Diano (Dean) Dalla Valle, is further warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. * A vote AGAINST incumbent chair Dominic Barton is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining nominees is warranted.* | | | | |
| 15 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise Audit & Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| | Resolutions 18 to 21 will be Voted on by Rio Tinto plc Shareholders Only | Mgmt | | | |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Rogers Corporation

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** ROG
**Record Date:** 02/25/2026 **Meeting Type:** Annual
**Primary Security ID:** 775133101

**Shares Voted:** 59

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Larry L. Berger | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Brett A. Cope | Mgmt | For | For | For |
| 1.3 | Elect Director Donna M. Costello | Mgmt | For | For | For |
| 1.4 | Elect Director Megan Faust | Mgmt | For | For | For |
| 1.5 | Elect Director Armand F. Lauzon, Jr. | Mgmt | For | For | For |
| 1.6 | Elect Director Woon Keat Moh | Mgmt | For | For | For |
| 1.7 | Elect Director Jeffrey J. Owens | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director Anne K. Roby | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.9 | Elect Director Eric H. Starkloff | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Smith & Nephew plc

**Meeting Date:** 05/06/2026 **Country:** United Kingdom **Ticker:** SN
**Record Date:** 05/01/2026 **Meeting Type:** Annual
**Primary Security ID:** G82343164

**Shares Voted:** 3,707

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Smith & Nephew plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is considered warranted due to concerns regarding the scale, frequency and proportionality of the proposed changes in maximum variable remuneration and other persisting structural issues. Key factors underpinning this recommendation include: - The substantial increases to the maximum bonus, PSP and RSP award opportunities, following the relatively high quantum and fundamental LTI restructuring already introduced in 2024; - The potential enhancement of the PSP award value from FY2027 which, while contingent on the achievement of challenging share price targets in the preceding year, exacerbates the aforementioned concern on increasing pay potential; - The ratable vesting structure of RSP awards, under which vesting may begin as early as one year following grant, remains out of line with prevailing UK market practice; and - The introduction of flexibility to make sign-on awards, in addition to buyout awards, which also deviates from UK market practice.* | | | | |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Elect David King as Director | Mgmt | For | For | For |
| 6 | Elect Garheng Kong as Director | Mgmt | For | For | For |
| 7 | Elect Therese Esperdy as Director | Mgmt | For | For | For |
| 8 | Re-elect Jo Hallas as Director | Mgmt | For | For | For |
| 9 | Re-elect Simon Lowth as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Rupert Soames, Simon Lowth and Marc Owen is warranted for lack of diversity on the board.* | | | | |
| 10 | Re-elect John Ma as Director | Mgmt | For | For | For |
| 11 | Re-elect Jeremy Maiden as Director | Mgmt | For | For | For |
| 12 | Re-elect Katarzyna Mazur-Hofsaess as Director | Mgmt | For | For | For |
| 13 | Re-elect Deepak Nath as Director | Mgmt | For | For | For |
| 14 | Re-elect Marc Owen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Rupert Soames, Simon Lowth and Marc Owen is warranted for lack of diversity on the board.* | | | | |
| 15 | Re-elect John Rogers as Director | Mgmt | For | For | For |
| 16 | Re-elect Rupert Soames as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Rupert Soames, Simon Lowth and Marc Owen is warranted for lack of diversity on the board.* | | | | |
| 17 | Re-elect Sybella Stanley as Director | Mgmt | For | For | For |
| 18 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 19 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity | Mgmt | For | For | For |

## Smith & Nephew plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 21 | Approve Performance Share Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: - The proposed individual award level of 925% of salary represents a significant increase (c.236%), which is considered disproportionate to the Company's growth and market competitiveness.* | | | | |
| 22 | Approve Global Employee Share Purchase Plan | Mgmt | For | For | For |
| 23 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 24 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 25 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 26 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 27 | Adopt New Articles of Association | Mgmt | For | For | For |

## Steel Dynamics, Inc.

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** STLD

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 858119100

**Shares Voted:** 5,902

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1A | Elect Director Mark D. Millett | Mgmt | For | For | For |
| 1B | Elect Director Sheree L. Bargabos | Mgmt | For | For | For |
| 1C | Elect Director Kenneth W. Cornew | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1D | Elect Director Traci M. Dolan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1E | Elect Director Jennifer L. Hamann | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1F | Elect Director Bradley S. Seaman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Steel Dynamics, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1G | Elect Director Luis M. Sierra | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Political Contributions | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure would allow shareholders to more comprehensively evaluate the company's use of corporate funds in the political process and its management of related activities.*

## Storskogen Group AB

**Meeting Date:** 05/06/2026 **Country:** Sweden **Ticker:** STOR.B

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** W91106117

**Shares Voted:** 10,148

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 3 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 5 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 7b | Approve Allocation of Income and Dividends of SEK 0.11 Per Share | Mgmt | For | For | For |
| 7c1 | Approve Discharge of Annette Brodin Rampe | Mgmt | For | For | For |
| 7c2 | Approve Discharge of Robert Belkic | Mgmt | For | For | For |
| 7c3 | Approve Discharge of Alexander Bjargard | Mgmt | For | For | For |
| 7c4 | Approve Discharge of Louise Hedberg | Mgmt | For | For | For |
| 7c5 | Approve Discharge of Johan Thorell | Mgmt | For | For | For |

## Storskogen Group AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7c6 | Approve Discharge of Christer Hansson (CEO) | Mgmt | For | For | For |
| 7d | Approve Remuneration Report | Mgmt | For | For | For |
| 8 | Determine Number of Members (5) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 9a | Approve Remuneration of Directors in the Amount of SEK 1.01 Million for Chair, and SEK 455,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 9b | Approve Remuneration of Auditor | Mgmt | For | For | For |
| 10a | Reelect Alexander Bjargard as Director | Mgmt | For | For | For |
| 10b | Reelect Annette Brodin Rampe as Director | Mgmt | For | For | For |
| 10c | Reelect Louise Hedberg as Director | Mgmt | For | For | For |
| 10d | Reelect Johan Thorell as Director | Mgmt | For | For | For |
| 10e | Elect Adam Parker as New Director | Mgmt | For | For | For |
| 10f | Reelect Annette Brodin Rampe as Board Chair | Mgmt | For | For | For |
| 10g | Ratify Ernst & Young as Auditor | Mgmt | For | For | For |
| 11 | Approve Share Repurchase Program; Approve Equity Plan Financing | Mgmt | For | For | For |
| 12 | Approve Share Savings Program | Mgmt | For | For | For |
| 13 | Approve Hurdle Share Program 2026 | Mgmt | For | For | For |
| 14 | Approve Creation of Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 15 | Close Meeting | Mgmt | | | |

## Stryker Corporation

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** SYK

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 863667101

## Stryker Corporation

**Shares Voted:** 3,680

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mary K. Brainerd | Mgmt | For | For | For |
| 1b | Elect Director Giovanni Caforio | Mgmt | For | For | For |
| 1c | Elect Director Kevin A. Lobo | Mgmt | For | For | For |
| 1d | Elect Director Emmanuel P. Maceda | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Emmanuel Maceda is warranted for serving as a non-independent member (per Social Advisory Services' classification) of a key board committee.* | | | | |
| 1e | Elect Director Sherilyn S. McCoy | Mgmt | For | For | For |
| 1f | Elect Director Rachel M. Ruggeri | Mgmt | For | For | For |
| 1g | Elect Director Andrew K. Silvernail | Mgmt | For | For | For |
| 1h | Elect Director Lisa M. Skeete Tatum | Mgmt | For | For | For |
| 1i | Elect Director Ronda E. Stryker | Mgmt | For | For | For |
| 1j | Elect Director Rajeev Suri | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 36.88 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Sun Life Financial Inc.

**Meeting Date:** 05/06/2026 **Country:** Canada **Ticker:** SLF

**Record Date:** 03/13/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** 866796105

**Shares Voted:** 16,906

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Deepak Chopra | Mgmt | For | For | For |
| 1.2 | Elect Director Stephanie L. Coyles | Mgmt | For | For | For |
| 1.3 | Elect Director Patrick P. F. Cronin | Mgmt | For | For | For |
| 1.4 | Elect Director Ashok K. Gupta | Mgmt | For | For | For |
| 1.5 | Elect Director David H. Y. Ho | Mgmt | For | For | For |

## Sun Life Financial Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director Laurie G. Hylton | Mgmt | For | For | For |
| 1.7 | Elect Director Stacey A. Madge | Mgmt | For | For | For |
| 1.8 | Elect Director Helen M. Mallovy Hicks | Mgmt | For | For | For |
| 1.9 | Elect Director Marcia Moffat | Mgmt | For | For | For |
| 1.10 | Elect Director Marie-Lucie Morin | Mgmt | For | For | For |
| 1.11 | Elect Director Joseph M. Natale | Mgmt | For | For | For |
| 1.12 | Elect Director Scott F. Powers | Mgmt | For | For | For |
| 1.13 | Elect Director Kevin D. Strain | Mgmt | For | For | For |
| 2 | Ratify Deloitte LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| 4 | Amend Stock Option Plan | Mgmt | For | For | For |

## Unibail-Rodamco-Westfield SE

**Meeting Date:** 05/06/2026 **Country:** France **Ticker:** URW

**Record Date:** 04/27/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F95094581

**Shares Voted:** 15,819

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Treatment of Losses | Mgmt | For | For | For |
| 4 | Approve Dividends of EUR 4.50 per Share | Mgmt | For | For | For |
| 5 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | For | For |
| 6 | Approve Compensation of Jean-Marie Tritant, Chairman of the Management Board | Mgmt | For | For | For |
| 7 | Approve Compensation of Fabrice Mouchel, Management Board Member | Mgmt | For | For | For |

# Unibail-Rodamco-Westfield SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve Compensation of Vincent Rouget, Management Board Member | Mgmt | For | For | For |
| 9 | Approve Compensation of Anne-Sophie Sancerre, Management Board Member | Mgmt | For | For | For |
| 10 | Approve Compensation of Sylvain Montcouquiol, Management Board Member | Mgmt | For | For | For |
| 11 | Approve Compensation of Jacques Richier, Chairman of the Supervisory Board | Mgmt | For | For | For |
| 12 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of Chairman of the Management Board | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of Management Board Members | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy of Supervisory Board Members | Mgmt | For | For | For |
| 16 | Reelect Jacques Richier as Supervisory Board Member | Mgmt | For | For | For |
| 17 | Reelect Roderick Munsters as Supervisory Board Member | Mgmt | For | For | For |
| 18 | Ratify Appointment of Jules Niel as Supervisory Board Member | Mgmt | For | For | For |
| 19 | Elect Carole Benaroya as Supervisory Board Member | Mgmt | For | For | For |
| 20 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
|  | Extraordinary Business | Mgmt |  |  |  |
| 21 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 22 | Approve Issuance of Equity or Equity-Linked Securities Reserved for One or More Specifically Designated Persons up to Aggregate Nominal Amount of EUR 71 Million | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 24 | Amend Articles 12 and 18 of Bylaws to Incorporate Legal Changes Re: Use of Telecommunications in General Meetings and Record Date | Mgmt | For | For | For |

## Unibail-Rodamco-Westfield SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 25 | Remove Article 6 of Bylaws Re: Stapled Shares | Mgmt | For | For | For |
| 26 | Adopt New Bylaws Re: Termination of Stapled Shares Structure | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 27 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Wacker Chemie AG

**Meeting Date:** 05/06/2026 **Country:** Germany **Ticker:** WCH

**Record Date:** 04/14/2026 **Meeting Type:** Annual

**Primary Security ID:** D9540Z106

**Shares Voted:** 151

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify PricewaterhouseCoopers GmbH as Auditor for Fiscal Year 2026 and as Auditor for the Review of the Interim Financial Statements and Reports for Fiscal Year 2027 | Mgmt | For | For | For |
| 5.2 | Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Discretionary and guaranteed payments were made to Christian Kirsten in the past year. * Pension arrangements remain high in the context of broader European market practice. * The compensation committee of the supervisory board is entirely non-independent. * Similar to past years, significant free-float shareholder dissent is not clearly addressed.* | | | | |
| 7 | Approve Remuneration of Supervisory Board | Mgmt | For | For | For |

## Ziff Davis, Inc.

**Meeting Date:** 05/06/2026 **Country:** USA **Ticker:** ZD
**Record Date:** 03/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 48123V102

**Shares Voted:** 233

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Vivek Shah | Mgmt | For | For | For |
| 1b | Elect Director Sarah Fay | Mgmt | For | For | For |
| 1c | Elect Director Jana Barsten | Mgmt | For | For | For |
| 1d | Elect Director Trace Harris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director William Brian Kretzmer | Mgmt | For | For | For |
| 1f | Elect Director Kirk McDonald | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Neville Ray | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Scott C. Taylor | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Addnode Group AB

**Meeting Date:** 05/07/2026 **Country:** Sweden **Ticker:** ANOD.B
**Record Date:** 04/28/2026 **Meeting Type:** Annual
**Primary Security ID:** W3R93D117

**Shares Voted:** 1,139

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |

# Addnode Group AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive CEO's Report | Mgmt | | | |
| 8 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 9 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 10 | Approve Allocation of Income and Dividends of SEK 1.15 Per Share | Mgmt | For | For | For |
| 11a | Approve Discharge of Staffan Hanstorp | Mgmt | For | For | For |
| 11b | Approve Discharge of Jan Andersson | Mgmt | For | For | For |
| 11c | Approve Discharge of Johanna Frelin | Mgmt | For | For | For |
| 11d | Approve Discharge of Jonas Gejer | Mgmt | For | For | For |
| 11e | Approve Discharge of Jonas Hasselberg | Mgmt | For | For | For |
| 11f | Approve Discharge of Kristina Willgard | Mgmt | For | For | For |
| 11g | Approve Discharge of Petra Alund | Mgmt | For | For | For |
| 11h | Approve Discharge of Kristofer Arwin | Mgmt | For | For | For |
| 11i | Approve Discharge of Thord Wilkne | Mgmt | For | For | For |
| 11j | Approve Discharge of CEO Johan Andersson | Mgmt | For | For | For |
| 12 | Approve Remuneration Report | Mgmt | For | For | For |
| 13 | Receive Nominating Committee's Report | Mgmt | | | |
| 14 | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 15.1 | Approve Remuneration of Directors in the Amount of SEK 1 Million for Chair and SEK 360,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 15.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 16.1a | Reelect Jan Andersson as Director | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST nominees Jan Andersson and Jonas Gejer is warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Jan Andersson is a non-independent chair of the audit committee. A vote FOR the remaining nominees is warranted.*

# Addnode Group AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 16.1b | Reelect Jonas Gejer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominees Jan Andersson and Jonas Gejer is warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Jan Andersson is a non-independent chair of the audit committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 16.1c | Reelect Staffan Hanstorp as Director | Mgmt | For | For | For |
| 16.1d | Reelect Jonas Hasselberg as Director | Mgmt | For | For | For |
| 16.1e | Reelect Kristina Willgard as Director | Mgmt | For | For | For |
| 16.1f | Reelect Petra Alund as Director | Mgmt | For | For | For |
| 16.1g | Elect Malin Strahle as New Director | Mgmt | For | For | For |
| 16.2 | Reelect Staffan Hanstorp as Board Chair | Mgmt | For | For | For |
| 16.3 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 17 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the remuneration policy does not disclose information pertaining to severance.* | | | | |
| 18 | Approve Long-Term Performance Incentive Plan (LTIP 2026) | Mgmt | For | For | For |
| 19 | Approve Equity Plan Financing Through Repurchase and Transfer of Class B Shares of LTIP 2022 | Mgmt | For | For | For |
| 20 | Approve Equity Plan Financing Through Repurchase and Transfer of Class B Shares of LTIP 2023 | Mgmt | For | For | For |
| 21 | Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 22 | Approve Issuance of Class B Shares without Preemptive Rights | Mgmt | For | For | For |
| 23 | Approve Nomination Committee Procedures | Mgmt | For | For | For |
| 24 | Close Meeting | Mgmt | | | |

## Adeia Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** ADEA
**Record Date:** 03/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 00676P107

**Shares Voted:** 820

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Paul E. Davis | Mgmt | For | For | For |
| 1b | Elect Director V. Sue Molina | Mgmt | For | For | For |
| 1c | Elect Director Daniel Moloney | Mgmt | For | For | For |
| 1d | Elect Director Tonia O'Connor | Mgmt | For | For | For |
| 1e | Elect Director Adam Rymer | Mgmt | For | For | For |
| 1f | Elect Director Phyllis Turner-Brim | Mgmt | For | For | For |
| 1g | Elect Director Sandeep Vij | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Advanced Energy Industries, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** AEIS
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 007973100

**Shares Voted:** 171

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Grant H. Beard | Mgmt | For | For | For |
| 1.2 | Elect Director Frederick A. Ball | Mgmt | For | For | For |
| 1.3 | Elect Director Anne T. DelSanto | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Tina M. Donikowski | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Ronald C. Foster | Mgmt | For | For | For |
| 1.6 | Elect Director Stephen D. Kelley | Mgmt | For | For | For |

## Advanced Energy Industries, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director Lanesha T. Minnix | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director David W. Reed | Mgmt | For | For | For |
| 1.9 | Elect Director John A. Roush | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.10 | Elect Director Brian M. Shirley | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 5 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; and - The plan allows broad discretion to accelerate vesting.* | | | | |

## Allfunds Group Plc

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** ALLFG

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** G0236L102

**Shares Voted:** 1,572

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2. | Approve Final Dividend | Mgmt | For | For | For |
| 3. | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The award of sign-on bonus to the new CEO is not in line with both recommended UK and Dutch market practices, and is not accompanied by compelling rationale.* | | | | |
| 4. | Reelect David Bennett as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee David Bennett is warranted for lack of diversity on the board. A vote FOR Annabel Spring is warranted.* | | | | |
| 5. | Reelect Annabel Spring as Non-Executive Director | Mgmt | For | For | For |
| 6. | Appoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Allfunds Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7. | Authorize Board to Determine Remuneration of Auditors | Mgmt | For | For | For |
| 8. | Grant Board Authority to Issue Shares | Mgmt | For | For | For |
| 9. | Grant Board Authority to Issue Shares and Exclude Preemptive Rights | Mgmt | For | For | For |
| 10. | Grant Board Authority to Issue Shares and Exclude Preemptive Rights to Finance an Acquisition or Capital Investment | Mgmt | For | For | For |
| 11. | Authorize Make Off-Market Purchases | Mgmt | For | For | For |
| 12. | Authorize the Company to Call General Meetings on Short Notice | Mgmt | For | For | For |

## Allianz SE

**Meeting Date:** 05/07/2026 **Country:** Germany **Ticker:** ALV

**Record Date:** 04/30/2026 **Meeting Type:** Annual

**Primary Security ID:** D03080112

**Shares Voted:** 1,499

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 17.10 per Share | Mgmt | For | For | For |
| 3a | Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2025 | Mgmt | For | For | For |
| 3b | Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2025 | Mgmt | For | For | For |
| 3c | Approve Discharge of Management Board Member Claire-Marie Coste-Lepoutre for Fiscal Year 2025 | Mgmt | For | For | For |
| 3d | Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2025 | Mgmt | For | For | For |

# Allianz SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3e | Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2025 | Mgmt | For | For | For |
| 3f | Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2025 | Mgmt | For | For | For |
| 3g | Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2025 | Mgmt | For | For | For |
| 3h | Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2025 | Mgmt | For | For | For |
| 3i | Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2025 | Mgmt | For | For | For |
| 4a | Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2025 | Mgmt | For | For | For |
| 4b | Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2025 | Mgmt | For | For | For |
| 4c | Approve Discharge of Supervisory Board Member Joerg Schneider for Fiscal Year 2025 | Mgmt | For | For | For |
| 4d | Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2025 | Mgmt | For | For | For |
| 4e | Approve Discharge of Supervisory Board Member Nadine Brandl for Fiscal Year 2025 | Mgmt | For | For | For |
| 4f | Approve Discharge of Supervisory Board Member Stephanie Bruce for Fiscal Year 2025 | Mgmt | For | For | For |
| 4g | Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2025 | Mgmt | For | For | For |
| 4h | Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2025 | Mgmt | For | For | For |
| 4i | Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2025 | Mgmt | For | For | For |

## Allianz SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4j | Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2025 | Mgmt | For | For | For |
| 4k | Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2025 | Mgmt | For | For | For |
| 4l | Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2025 | Mgmt | For | For | For |
| 4m | Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2025 | Mgmt | For | For | For |
| 5a | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Statements for the Second Half of Fiscal Year 2026 | Mgmt | For | For | For |
| 5b | Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy | Mgmt | For | For | For |
| 8a | Reelect Sophie Boissard to the Supervisory Board | Mgmt | For | For | For |
| 8b | Reelect Rashmy Chatterjee to the Supervisory Board | Mgmt | For | For | For |
| 8c | Elect Frank Ellenbuerger to the Supervisory Board | Mgmt | For | For | For |
| 9 | Approve Creation of EUR 468 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 10 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 117 Million Pool of Conditional Capital to Guarantee Conversion Rights | Mgmt | For | For | For |

## AMETEK, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** AME

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 031100100

## AMETEK, Inc.

**Shares Voted:** 3,277

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Thomas A. Amato | Mgmt | For | For | For |
| 1b | Elect Director Anthony J. Conti | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Gretchen W. McClain | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## AMG Critical Materials NV

**Meeting Date:** 05/07/2026 **Country:** Netherlands **Ticker:** AMG

**Record Date:** 04/09/2026 **Meeting Type:** Annual

**Primary Security ID:** N04897109

**Shares Voted:** 299

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Receive Report of Management Board (Non-Voting) | Mgmt | | | |
| 2.b. | Approve Remuneration Report | Mgmt | For | For | For |
| 2.c. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 3a | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3.b. | Approve Dividends | Mgmt | For | For | For |
| 4. | Approve Discharge of Management Board | Mgmt | For | For | For |
| 5. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 6.a. | Elect Frank Loehner to Supervisory Board | Mgmt | For | For | For |
| 7. | Amend Remuneration Policy of Supervisory Board | Mgmt | For | For | For |

## AMG Critical Materials NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8. | Amend Remuneration Policy of Management Board | Mgmt | For | For | For |
| 9.a. | Grant Board Authority to Issue Shares and/or Grant Rights to Acquire Shares | Mgmt | For | For | For |
| 9.b. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 9.c. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 10. | Other Business (Non-Voting) | Mgmt | | | |
| 11. | Close Meeting | Mgmt | | | |

## Antofagasta Plc

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** ANTO

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** G0398N128

**Shares Voted:** 15,171

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Jean-Paul Luksic as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Jean-Paul Luksic Fontbona, Francisca Castro Fones and Tony Jensen are warranted for lack of diversity on the board.* | | | | |
| 6 | Re-elect Francisca Castro as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Jean-Paul Luksic Fontbona, Francisca Castro Fones and Tony Jensen are warranted for lack of diversity on the board.* | | | | |
| 7 | Re-elect Ramon Jara as Director | Mgmt | For | For | For |
| 8 | Re-elect Juan Claro as Director | Mgmt | For | For | For |
| 9 | Re-elect Michael Anglin as Director | Mgmt | For | For | For |
| 10 | Re-elect Tony Jensen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Jean-Paul Luksic Fontbona, Francisca Castro Fones and Tony Jensen are warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect Eugenia Parot as Director | Mgmt | For | For | For |

## Antofagasta Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Re-elect Heather Lawrence as Director | Mgmt | For | For | For |
| 13 | Re-elect Tracey Kerr as Director | Mgmt | For | For | For |
| 14 | Elect Ignacio Bustamante as Director | Mgmt | For | For | For |
| 15 | Elect Andronico Luksic Lederer as Director | Mgmt | For | For | For |
| 16 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Archer-Daniels-Midland Company

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** ADM

**Record Date:** 03/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 039483102

**Shares Voted:** 2,841

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Michael S. Burke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Theodore Colbert, III | Mgmt | For | For | For |
| 1c | Elect Director James C. Collins, Jr. | Mgmt | For | For | For |
| 1d | Elect Director Terrell K. Crews | Mgmt | For | For | For |
| 1e | Elect Director Ellen de Brabander | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Archer-Daniels-Midland Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director Suzan F. Harrison | Mgmt | For | For | For |
| 1g | Elect Director Juan R. Luciano | Mgmt | For | For | For |
| 1h | Elect Director David R. McAtee, II | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Michael C. McMurray | Mgmt | For | For | For |
| 1j | Elect Director Patrick J. Moore | Mgmt | For | For | For |
| 1k | Elect Director Debra A. Sandler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1l | Elect Director Lei Z. Schlitz | Mgmt | For | For | For |
| 1m | Elect Director Kelvin R. Westbrook | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Report Pesticide Use Data in Regenerative Agriculture Program Disclosures | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as increased disclosure about the company's pesticide use data reporting in its regenerative agriculture program disclosures would allow investors to better understand how the company is managing related risks.* | | | | |

## Balfour Beatty Plc

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** BBY

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** G3224V108

**Shares Voted:** 2,243

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |

# Balfour Beatty Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Re-elect Charles Allen, Lord of Kensington as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Lord Charles Allen, Anne Drinkwater, Gabrielle (Gabby) Costigan, Robert MacLeod and Barbara Moorhouse is warranted for lack of diversity on the board.* | | | | |
| 6 | Re-elect Gabrielle Costigan as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Lord Charles Allen, Anne Drinkwater, Gabrielle (Gabby) Costigan, Robert MacLeod and Barbara Moorhouse is warranted for lack of diversity on the board.* | | | | |
| 7 | Re-elect Anne Drinkwater as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Lord Charles Allen, Anne Drinkwater, Gabrielle (Gabby) Costigan, Robert MacLeod and Barbara Moorhouse is warranted for lack of diversity on the board.* | | | | |
| 8 | Re-elect Louise Hardy as Director | Mgmt | For | For | For |
| 9 | Re-elect Philip Harrison as Director (WITHDRAWN) | Mgmt | None | Abstain | Abstain |
| 10 | Elect Philip Hoare as Director | Mgmt | For | For | For |
| 11 | Re-elect Robert MacLeod as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Lord Charles Allen, Anne Drinkwater, Gabrielle (Gabby) Costigan, Robert MacLeod and Barbara Moorhouse is warranted for lack of diversity on the board.* | | | | |
| 12 | Re-elect Barbara Moorhouse as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Lord Charles Allen, Anne Drinkwater, Gabrielle (Gabby) Costigan, Robert MacLeod and Barbara Moorhouse is warranted for lack of diversity on the board.* | | | | |
| 13 | Re-elect Rudolph Wynter as Director | Mgmt | For | For | For |
| 14 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Amend Performance Share Plan | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

# Banco Comercial Portugues SA

**Meeting Date:** 05/07/2026 **Country:** Portugal **Ticker:** BCP
**Record Date:** 04/29/2026 **Meeting Type:** Annual
**Primary Security ID:** X03188319

**Shares Voted:** 99,855

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Individual and Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income | Mgmt | For | For | For |
| 3 | Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted in the absence of evidence of negligence or abuse on the part of the board or management.* | | | | |
| 4 | Amend Dividends Policy | Mgmt | For | For | For |
| 5a | Amend Remuneration Policy | Mgmt | For | For | For |
| 5b | Amend Variable Remuneration of Executive Directors | Mgmt | For | For | For |
| 6 | Approve Reduction in Share Capital and Amend Article 4 Accordingly | Mgmt | For | For | For |
| 7 | Authorize Capitalization of Special Reserve Without Issuance of Shares and Amend Article 4 Accordingly | Mgmt | For | For | For |
| 8 | Ratify Co-option of Tao Li (Vincent Li) as Director for 2022-2025 Term | Mgmt | For | For | For |
| 9 | Elect Directors for 2026-2029 Term, Including Audit Committee | SH | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Nuno Manuel da Silva Amado, Miguel Maya Dias Pinheiro, Jorge Manuel Baptista Magalhaes Correia, Fernando da Costa Lima, Valter Rui Dias de Barros, Miguel de Campos Pereira de Braganca, Maria Jose Henriques Barreto de Matos de Campos, Jose Pedro Rivera Ferreira Malaquias, and Joao Nuno de Oliveira Jorge Palma is warranted for lack of diversity on the board. Given the bundled nature of this item, a vote AGAINST all director nominees is warranted.* | | | | |
| 10 | Elect Remuneration Committee for 2026-2029 Term | SH | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because two out of three remuneration committee members are affiliated with significant shareholders and thus not considered independent.* | | | | |
| 11 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and Amend Article 5 | Mgmt | For | For | For |
| 12 | Authorize Repurchase and Reissuance of Shares and Bonds | Mgmt | For | For | For |

## Banco Comercial Portugues SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Elect Luis Miguel Cortes Martins as General Meeting Board Chair for 2024-2027 Term | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern about the proposed nominee.* | | | | |

## Barclays PLC

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** BARC

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** G08036124

**Shares Voted:** 292,701

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Re-elect Robert Berry as Director | Mgmt | For | For | For |
| 4 | Re-elect Anna Cross as Director | Mgmt | For | For | For |
| 5 | Re-elect Dawn Fitzpatrick as Director | Mgmt | For | For | For |
| 6 | Re-elect Brian Gilvary as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Nigel Higgins, Brian Gilvary and Julia Wilson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7 | Re-elect Nigel Higgins as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Nigel Higgins, Brian Gilvary and Julia Wilson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8 | Re-elect Sir John Kingman as Director | Mgmt | For | For | For |
| 9 | Re-elect Diony Lebot as Director | Mgmt | For | For | For |
| 10 | Re-elect Mary Mack as Director | Mgmt | For | For | For |
| 11 | Re-elect Marc Moses as Director | Mgmt | For | For | For |
| 12 | Re-elect Brian Shea as Director | Mgmt | For | For | For |
| 13 | Re-elect Coimbatore Venkatakrishnan as Director | Mgmt | For | For | For |
| 14 | Re-elect Julia Wilson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Nigel Higgins, Brian Gilvary and Julia Wilson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## Barclays PLC

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Board Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes | Mgmt | For | For | For |
| 23 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 24 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## BCE Inc.

**Meeting Date:** 05/07/2026 **Country:** Canada **Ticker:** BCE

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 05534B760

**Shares Voted:** 9,650

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Mirko Bibic | Mgmt | For | For | For |
| 1.2 | Elect Director Robert P. Dexter | Mgmt | For | For | For |
| 1.3 | Elect Director Katherine Lee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the incumbent nominating committee members Katherine Lee, Monique Leroux, Sheila Murray, Karen Sheriff and Cornell Wright for lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Monique F. Leroux | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the incumbent nominating committee members Katherine Lee, Monique Leroux, Sheila Murray, Karen Sheriff and Cornell Wright for lack of diversity on the board.* | | | | |

## BCE Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.5 | Elect Director Sheila A. Murray | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the incumbent nominating committee members Katherine Lee, Monique Leroux, Sheila Murray, Karen Sheriff and Cornell Wright for lack of diversity on the board.* | | | | |
| 1.6 | Elect Director Louis P. Pagnutti | Mgmt | For | For | For |
| 1.7 | Elect Director Calin Rovinescu | Mgmt | For | For | For |
| 1.8 | Elect Director Karen Sheriff | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the incumbent nominating committee members Katherine Lee, Monique Leroux, Sheila Murray, Karen Sheriff and Cornell Wright for lack of diversity on the board.* | | | | |
| 1.9 | Elect Director Jennifer Tory | Mgmt | For | For | For |
| 1.10 | Elect Director Louis Vachon | Mgmt | For | For | For |
| 1.11 | Elect Director Steve Weed | Mgmt | For | For | For |
| 1.12 | Elect Director Johan Wibergh | Mgmt | For | For | For |
| 1.13 | Elect Director Cornell Wright | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the incumbent nominating committee members Katherine Lee, Monique Leroux, Sheila Murray, Karen Sheriff and Cornell Wright for lack of diversity on the board.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| | Shareholder Proposal | Mgmt | | | |
| 4 | SP 1: Increase Shareholder Participation in Annual General Meetings (AGMs) | SH | Against | Against | Against |

## Betsson AB

**Meeting Date:** 05/07/2026 **Country:** Sweden **Ticker:** BETS.B

**Record Date:** 04/28/2026 **Meeting Type:** Annual

**Primary Security ID:** W1556V193

**Shares Voted:** 795

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 3 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 6 | Receive President's Report | Mgmt | | | |

# Betsson AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9 | Approve Remuneration Report | Mgmt | For | For | For |
| 10 | Approve Allocation of Income and Dividends of EUR 0.66 Per Share | Mgmt | For | For | For |
| 11.1 | Approve Discharge of Eva de Falck | Mgmt | For | For | For |
| 11.2 | Approve Discharge of Peter Hamberg | Mgmt | For | For | For |
| 11.3 | Approve Discharge of Eva Leach | Mgmt | For | For | For |
| 11.4 | Approve Discharge of Pontus Lindwall | Mgmt | For | For | For |
| 11.5 | Approve Discharge of Johan Lundberg | Mgmt | For | For | For |
| 11.6 | Approve Discharge of Louise Nylen | Mgmt | For | For | For |
| 11.7 | Approve Discharge of Tristan Sjoberg | Mgmt | For | For | For |
| 11.8 | Approve Discharge of CEO Pontus Lindwall | Mgmt | For | For | For |
| 12.a) | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 12.b) | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 13.a) | Approve Remuneration of Directors in the Amount of SEK 1.03 Million for Chair and SEK 517,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 13.b) | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 14a1 | Reelect Eva de Falck as Director | Mgmt | For | For | For |
| 14a2 | Reelect Peter Hamberg as Director | Mgmt | For | For | For |
| 14a3 | Reelect Eva Leach as Director | Mgmt | For | For | For |
| 14a4 | Reelect Pontus Lindwall as Director | Mgmt | For | For | For |
| 14a5 | Reelect Johan Lundberg as Director | Mgmt | For | For | For |
| 14a6 | Reelect Louise Nylen as Director | Mgmt | For | For | For |
| 14a7 | Reelect Tristan Sjoberg as Director | Mgmt | For | For | For |

## Betsson AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14b1 | Reelect Johan Lundberg as Board Chair | Mgmt | For | For | For |
| 14c1 | Ratify PricewaterhouseCoopers AB as Auditors | Mgmt | For | For | For |
| 15a | Approve Performance Share Plan LTIP 2026 | Mgmt | For | For | For |
| 15b | Approve Equity Plan Financing Through Transfer of Shares | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 17 | Approve Creation of Pool of Capital without Preemptive Rights | Mgmt | For | For | For |
| 18 | Approve EUR 204,204 Reduction in Share Capital via Share Cancellation; Approve EUR 204,204 Increase of Share Capital through a Bonus Issue without the Issuance of New Shares | Mgmt | For | For | For |
| 19 | Close Meeting | Mgmt | | | |

## Brookfield Asset Management Ltd.

**Meeting Date:** 05/07/2026 **Country:** Canada **Ticker:** BAM

**Record Date:** 03/10/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** 113004105

**Shares Voted:** 9,661

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Barry Blattman | Mgmt | For | For | For |
| 1b | Elect Director Angela F. Braly | Mgmt | For | For | For |
| 1c | Elect Director Marcel R. Coutu | Mgmt | For | For | For |
| 1d | Elect Director Scott Cutler | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Scott Cutler, Olivia (Liv) Garfield, Nilizandr (Nili) Gilbert and Diana Noble for lack of diversity on the board. Vote FOR the remaining nominees.* | | | | |
| 1e | Elect Director Bruce Flatt | Mgmt | For | For | For |
| 1f | Elect Director Olivia (Liv) Garfield | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Scott Cutler, Olivia (Liv) Garfield, Nilizandr (Nili) Gilbert and Diana Noble for lack of diversity on the board. Vote FOR the remaining nominees.* | | | | |
| 1g | Elect Director Nili Gilbert | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Scott Cutler, Olivia (Liv) Garfield, Nilizandr (Nili) Gilbert and Diana Noble for lack of diversity on the board. Vote FOR the remaining nominees.* | | | | |

## Brookfield Asset Management Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Keith Johnson | Mgmt | For | For | For |
| 1i | Elect Director Bruce Karsh | Mgmt | For | For | For |
| 1j | Elect Director Brian W. Kingston | Mgmt | For | For | For |
| 1k | Elect Director Cyrus Madon | Mgmt | For | For | For |
| 1l | Elect Director Diana Noble | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Scott Cutler, Olivia (Liv) Garfield, Nilizandr (Nili) Gilbert and Diana Noble for lack of diversity on the board. Vote FOR the remaining nominees.* | | | | |
| 2 | Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| 4 | Approve Share Option Plan | Mgmt | For | For | For |
| 5 | Amend Escrowed Stock Plan | Mgmt | For | For | For |

## C.H. Robinson Worldwide, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** CHRW
**Record Date:** 03/11/2026 **Meeting Type:** Annual
**Primary Security ID:** 12541W209

**Shares Voted:** 1,142

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director David P. Bozeman | Mgmt | For | For | For |
| 1b | Elect Director Kermit R. Crawford | Mgmt | For | For | For |
| 1c | Elect Director Edward (Ed) G. Feitzinger | Mgmt | For | For | For |
| 1d | Elect Director Timothy C. Gokey | Mgmt | For | For | For |
| 1e | Elect Director Mark A. Goodburn | Mgmt | For | For | For |
| 1f | Elect Director Mary J. Steele Guilfoile | Mgmt | For | For | For |
| 1g | Elect Director Jodee A. Kozlak | Mgmt | For | For | For |
| 1h | Elect Director Michael H. McGarry | Mgmt | For | For | For |
| 1i | Elect Director Paige K. Robbins | Mgmt | For | For | For |
| 1j | Elect Director Paula C. Tolliver | Mgmt | For | For | For |

## C.H. Robinson Worldwide, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Cadence Design Systems, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** CDNS

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 127387108

**Shares Voted:** 2,293

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Mark W. Adams | Mgmt | For | For | For |
| 1.2 | Elect Director Ita Brennan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Lewis Chew | Mgmt | For | For | For |
| 1.4 | Elect Director Anirudh Devgan | Mgmt | For | For | For |
| 1.5 | Elect Director Moshe Gavrielov | Mgmt | For | For | For |
| 1.6 | Elect Director ML Krakauer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Julia Liuson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director James D. Plummer | Mgmt | For | For | For |
| 1.9 | Elect Director Alberto Sangiovanni-Vincentelli | Mgmt | For | For | For |
| 1.10 | Elect Director Young K. Sohn | Mgmt | For | For | For |
| 1.11 | Elect Director Luc Van den hove | Mgmt | For | For | For |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Cameco Corporation

**Meeting Date:** 05/07/2026 **Country:** Canada **Ticker:** CCO
**Record Date:** 03/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 13321L108

**Shares Voted:** 0

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Catherine Gignac | Mgmt | For | Against | |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Catherine Gignac, Vera Marie Inkster, Kathryn (Kate) Jackson, Donald (Don) Kayne and Leontine van Leeuwen-Atkins for lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Tammy Cook-Searson | Mgmt | For | For | |
| 1.3 | Elect Director Tim Gitzel | Mgmt | For | For | |
| 1.4 | Elect Director Marie Inkster | Mgmt | For | Against | |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Catherine Gignac, Vera Marie Inkster, Kathryn (Kate) Jackson, Donald (Don) Kayne and Leontine van Leeuwen-Atkins for lack of diversity on the board.* | | | | |
| 1.5 | Elect Director Kathryn (Kate) Jackson | Mgmt | For | Against | |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Catherine Gignac, Vera Marie Inkster, Kathryn (Kate) Jackson, Donald (Don) Kayne and Leontine van Leeuwen-Atkins for lack of diversity on the board.* | | | | |
| 1.6 | Elect Director Don Kayne | Mgmt | For | Against | |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Catherine Gignac, Vera Marie Inkster, Kathryn (Kate) Jackson, Donald (Don) Kayne and Leontine van Leeuwen-Atkins for lack of diversity on the board.* | | | | |
| 1.7 | Elect Director Peter Kukielski | Mgmt | For | For | |
| 1.8 | Elect Director Dominique Miniere | Mgmt | For | For | |
| 1.9 | Elect Director Leontine van Leeuwen-Atkins | Mgmt | For | Against | |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Catherine Gignac, Vera Marie Inkster, Kathryn (Kate) Jackson, Donald (Don) Kayne and Leontine van Leeuwen-Atkins for lack of diversity on the board.* | | | | |
| 2 | Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | |
| 4 | The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Resident of Canada. Vote FOR = Yes and AGAINST = No. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: No recommendation is provided for this "voting" item, as the response is dependent upon a shareholder's citizenship or residency status in Canada.* | | | | |

## Clarkson Plc

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** CKN
**Record Date:** 05/05/2026 **Meeting Type:** Annual
**Primary Security ID:** G21840106

# Clarkson Plc

**Shares Voted:** 246

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is considered warranted because: * The implementation of the annual bonus scheme, which is uncapped, has consistently resulted in excessive bonus payouts. This is again the case for FY2025, where the CEO earned an award of GBP 7,774,000 (7.4% of PBT). Repeated shareholder dissent has been observed against the remuneration report, which appears to be attributed to the operation of the bonus scheme and the resulting quantum.* | | | | |
| 3 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted: * The annual bonus plan remains uncapped for incumbent Executive Directors. This structural feature - alongside a number of other concerns - has consistently resulted in substantial bonus payments to the CEO. * The pension contribution rate is not aligned with the wider workforce nor is there a commitment to achieve alignment over duration of the policy cycle; and * Post-cessation shareholding guidelines are not disclosed.* | | | | |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Laurence Hollingworth as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Items 5, 10, and 12 A vote AGAINST incumbent nomination committee members Laurence Hollingworth, Susan (Sue) Harris and Heike Truol is warranted for lack of diversity on the board. Items 6,7, and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 8 A vote FOR this Director is considered warranted, although it is not without concern: * Martine Bond is a member of the Remuneration Committee, where repeated material concerns continue to be highlighted in respect of the Company's remuneration arrangements. As a member of the Remuneration Committee, she is considered partially accountable for the remuneration practices at board level. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2), the remuneration policy (Item 3) and the re-election of the Chair of the Remuneration Committee (Item 11). Item 11 A vote AGAINST this Director is warranted: * As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns expressed in recent years. Furthermore, year-on-year shareholder dissent continues to be expressed by investors, which remains largely unaddressed.* | | | | |
| 6 | Re-elect Andi Case as Director | Mgmt | For | For | For |
| 7 | Re-elect Jeff Woyda as Director | Mgmt | For | For | For |
| 8 | Re-elect Martine Bond as Director | Mgmt | For | For | For |
| 9 | Re-elect Constantin Cotzias as Director | Mgmt | For | For | For |
| 10 | Re-elect Sue Harris as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Items 5, 10, and 12 A vote AGAINST incumbent nomination committee members Laurence Hollingworth, Susan (Sue) Harris and Heike Truol is warranted for lack of diversity on the board. Items 6,7, and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 8 A vote FOR this Director is considered warranted, although it is not without concern: * Martine Bond is a member of the Remuneration Committee, where repeated material concerns continue to be highlighted in respect of the Company's remuneration arrangements. As a member of the Remuneration Committee, she is considered partially accountable for the remuneration practices at board level. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2), the remuneration policy (Item 3) and the re-election of the Chair of the Remuneration Committee (Item 11). Item 11 A vote AGAINST this Director is warranted: * As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns expressed in recent years. Furthermore, year-on-year shareholder dissent continues to be expressed by investors, which remains largely unaddressed.* | | | | |

## Clarkson Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Re-elect Tim Miller as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Items 5, 10, and 12 A vote AGAINST incumbent nomination committee members Laurence Hollingworth, Susan (Sue) Harris and Heike Truol is warranted for lack of diversity on the board. Items 6,7, and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 8 A vote FOR this Director is considered warranted, although it is not without concern: * Martine Bond is a member of the Remuneration Committee, where repeated material concerns continue to be highlighted in respect of the Company's remuneration arrangements. As a member of the Remuneration Committee, she is considered partially accountable for the remuneration practices at board level. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2), the remuneration policy (Item 3) and the re-election of the Chair of the Remuneration Committee (Item 11). Item 11 A vote AGAINST this Director is warranted: * As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns expressed in recent years. Furthermore, year-on-year shareholder dissent continues to be expressed by investors, which remains largely unaddressed.* | | | | |
| 12 | Re-elect Heike Truol as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Items 5, 10, and 12 A vote AGAINST incumbent nomination committee members Laurence Hollingworth, Susan (Sue) Harris and Heike Truol is warranted for lack of diversity on the board. Items 6,7, and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 8 A vote FOR this Director is considered warranted, although it is not without concern: * Martine Bond is a member of the Remuneration Committee, where repeated material concerns continue to be highlighted in respect of the Company's remuneration arrangements. As a member of the Remuneration Committee, she is considered partially accountable for the remuneration practices at board level. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2), the remuneration policy (Item 3) and the re-election of the Chair of the Remuneration Committee (Item 11). Item 11 A vote AGAINST this Director is warranted: * As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns expressed in recent years. Furthermore, year-on-year shareholder dissent continues to be expressed by investors, which remains largely unaddressed.* | | | | |
| 13 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Amend Long Term Incentive Plan | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Corpay, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** CPAY

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 219948106

# Corpay, Inc.

**Shares Voted:** 857

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Annabelle Bexiga | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Steven Stull, Annabelle Bexiga, Joseph Farrelly, Thomas Hagerty, and Hala Moddelmog are warranted due to poor responsiveness to last year's low say-on-pay vote result.* | | | | |
| 1b | Elect Director David L. Bunch | Mgmt | For | For | For |
| 1c | Elect Director Ronald F. Clarke | Mgmt | For | For | For |
| 1d | Elect Director Joseph W. Farrelly | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Steven Stull, Annabelle Bexiga, Joseph Farrelly, Thomas Hagerty, and Hala Moddelmog are warranted due to poor responsiveness to last year's low say-on-pay vote result.* | | | | |
| 1e | Elect Director Rahul Gupta | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Thomas M. Hagerty | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Steven Stull, Annabelle Bexiga, Joseph Farrelly, Thomas Hagerty, and Hala Moddelmog are warranted due to poor responsiveness to last year's low say-on-pay vote result.* | | | | |
| 1g | Elect Director Archie L. Jones, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Richard Macchia | Mgmt | For | For | For |
| 1i | Elect Director Hala G. Moddelmog | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Steven Stull, Annabelle Bexiga, Joseph Farrelly, Thomas Hagerty, and Hala Moddelmog are warranted due to poor responsiveness to last year's low say-on-pay vote result. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Jeffrey S. Sloan | Mgmt | For | For | For |
| 1k | Elect Director Steven T. Stull | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Steven Stull, Annabelle Bexiga, Joseph Farrelly, Thomas Hagerty, and Hala Moddelmog are warranted due to poor responsiveness to last year's low say-on-pay vote result. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1l | Elect Director Gerald C. Throop | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Although some complexity and disclosure concerns are noted, the STIP is reasonably performance-based, and CEO pay and company performance exhibit reasonable alignment at this time. However, a vote AGAINST this proposal is warranted due to (i) poor responsiveness by the compensation committee to last year's low say-on-pay vote result, and (ii) consecutive years of problematic NEO LTIP award modifications, which constitute a problematic pay practice.* | | | | |

## Corpay, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## CRH Plc

**Meeting Date:** 05/07/2026 **Country:** Ireland **Ticker:** CRH

**Record Date:** 03/11/2026 **Meeting Type:** Annual

**Primary Security ID:** G25508105

**Shares Voted:** 4,914

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Re-elect Richie Boucher as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Re-elect Caroline Dowling as Director | Mgmt | For | For | For |
| 1c | Re-elect Richard Fearon as Director | Mgmt | For | For | For |
| 1d | Re-elect Johan Karlstrom as Director | Mgmt | For | For | For |
| 1e | Re-elect Shaun Kelly as Director | Mgmt | For | For | For |
| 1f | Re-elect Badar Khan as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Re-elect Lamar McKay as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Re-elect Jim Mintern as Director | Mgmt | For | For | For |
| 1i | Re-elect Gillian L. Platt as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Re-elect Mary K. Rhinehart as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Mary Rhinehart, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## CRH Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1k | Re-elect Siobhan Talbot as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1l | Re-elect Christina Verchere as Director | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3a | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3b | Authorize Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 4 | Authorize Issue of Equity | Mgmt | For | For | For |
| 5 | Authorize Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 6 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 7 | Authorize Reissuance of Treasury Shares | Mgmt | For | For | For |
| 8 | Approve Scheme of Arrangement | Mgmt | For | For | For |
| 9 | Approve Reduction in Share Capital | Mgmt | For | For | For |
| 10 | Approve Variation to the Company's Authorized Share Capital by Removal of Cancelled Preference Shares | Mgmt | For | For | For |
| 11 | Amend Articles of Association | Mgmt | For | For | For |
| 12 | Amend Articles of Association | Mgmt | For | For | For |

## Curtiss-Wright Corporation

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** CW
**Record Date:** 03/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 231561101

**Shares Voted:** 553

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Lynn M. Bamford | Mgmt | For | For | For |
| 1.2 | Elect Director Bruce D. Hoechner | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Jeffrey J. Lyash | Mgmt | For | For | For |

## Curtiss-Wright Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Elect Director Glenda J. Minor | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Anthony J. Moraco | Mgmt | For | For | For |
| 1.6 | Elect Director William F. Moran | Mgmt | For | For | For |
| 1.7 | Elect Director Robert J. Rivet | Mgmt | For | For | For |
| 1.8 | Elect Director Peter C. Wallace | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Larry D. Wyche | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |

## Ecolab Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** ECL
**Record Date:** 03/10/2026 **Meeting Type:** Annual
**Primary Security ID:** 278865100

**Shares Voted:** 1,248

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Judson B. Althoff | Mgmt | For | For | For |
| 1b | Elect Director Shari L. Ballard | Mgmt | For | For | For |
| 1c | Elect Director Christophe Beck | Mgmt | For | For | For |
| 1d | Elect Director Michel D. Doukeris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Eric M. Green | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Marion K. Gross | Mgmt | For | For | For |
| 1g | Elect Director Michael Larson | Mgmt | For | For | For |

## Ecolab Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director David W. MacLennan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Tracy B. McKibben | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Lionel L. Nowell, III | Mgmt | For | For | For |
| 1k | Elect Director Suzanne M. Vautrinot | Mgmt | For | For | For |
| 1l | Elect Director Julie P. Whalen | Mgmt | For | For | For |
| 1m | Elect Director John J. Zillmer | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Edwards Lifesciences Corporation

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** EW

**Record Date:** 03/10/2026 **Meeting Type:** Annual

**Primary Security ID:** 28176E108

**Shares Voted:** 6,216

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Leslie C. Davis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director David T. Feinberg | Mgmt | For | For | For |
| 1.3 | Elect Director Kieran T. Gallahue | Mgmt | For | For | For |
| 1.4 | Elect Director Leslie S. Heisz | Mgmt | For | For | For |
| 1.5 | Elect Director Paul A. LaViolette | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Edwards Lifesciences Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director Steven R. Loranger | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Ramona Sequeira | Mgmt | For | For | For |
| 1.8 | Elect Director Nicholas J. Valeriani | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.9 | Elect Director Bernard Zovighian | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Element Fleet Management Corp.

**Meeting Date:** 05/07/2026 **Country:** Canada **Ticker:** EFN

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 286181201

**Shares Voted:** 26,342

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kathleen Taylor | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Kathleen (Katie) Taylor, Virginia Addicott, Tracey McVicar and Andrea Rosen for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 1.2 | Elect Director Virginia Addicott | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Kathleen (Katie) Taylor, Virginia Addicott, Tracey McVicar and Andrea Rosen for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 1.3 | Elect Director Laura Dottori-Attanasio | Mgmt | For | For | For |
| 1.4 | Elect Director Paolo Ferrari | Mgmt | For | For | For |
| 1.5 | Elect Director G. Keith Graham | Mgmt | For | For | For |
| 1.6 | Elect Director Keith Taylor | Mgmt | For | For | For |
| 1.7 | Elect Director Rubin J. McDougal | Mgmt | For | For | For |

## Element Fleet Management Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.8 | Elect Director Tracey McVicar | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Kathleen (Katie) Taylor, Virginia Addicott, Tracey McVicar and Andrea Rosen for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 1.9 | Elect Director Andrea Rosen | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Kathleen (Katie) Taylor, Virginia Addicott, Tracey McVicar and Andrea Rosen for lack of diversity on the board. Votes FOR the remaining nominees are warranted.* | | | | |
| 1.10 | Elect Director Luis Manuel Tellez Kuenzler | Mgmt | For | For | For |
| 2 | Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Equifax Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** EFX

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 294429105

**Shares Voted:** 266

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mark W. Begor | Mgmt | For | For | For |
| 1b | Elect Director Mark L. Feidler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Karen L. Fichuk | Mgmt | For | For | For |
| 1d | Elect Director G. Thomas Hough | Mgmt | For | For | For |
| 1e | Elect Director Barbara A. Larson | Mgmt | For | For | For |
| 1f | Elect Director Robert D. Marcus | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Scott A. McGregor | Mgmt | For | For | For |
| 1h | Elect Director John A. McKinley | Mgmt | For | For | For |
| 1i | Elect Director Melissa D. Smith | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Equifax Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Audrey Boone Tillman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 25% | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as reducing the ownership threshold to call a special meeting from a unanimous call to 10 percent would represent an improvement to the current right.* | | | | |

## GE Healthcare Technologies, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** GEHC

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 36266G107

**Shares Voted:** 3,640

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Peter J. Arduini | Mgmt | For | For | For |
| 1b | Elect Director H. Lawrence Culp, Jr. | Mgmt | For | For | For |
| 1c | Elect Director Rodney F. Hochman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Catherine Lesjak | Mgmt | For | For | For |
| 1e | Elect Director Kevin A. Lobo | Mgmt | For | For | For |
| 1f | Elect Director Anne T. Madden | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director William J. Stromberg | Mgmt | For | For | For |
| 1h | Elect Director Phoebe L. Yang | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## GE Healthcare Technologies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Gibraltar Industries, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** ROCK
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 374689107

**Shares Voted:** 1,160

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mark G. Barberio | Mgmt | For | For | For |
| 1b | Elect Director William T. Bosway | Mgmt | For | For | For |
| 1c | Elect Director James S. Metcalf | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Gwendolyn G. Mizell | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Linda K. Myers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director James B. Nish | Mgmt | For | For | For |
| 1g | Elect Director Atlee Valentine Pope | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Manish H. Shah | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Great-West Lifeco Inc.

**Meeting Date:** 05/07/2026 **Country:** Canada **Ticker:** GWO
**Record Date:** 03/12/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** 39138C106

# Great-West Lifeco Inc.

**Shares Voted:** 5,259

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Holders of Common and Various First Preferred Shares | Mgmt | | | |
| 1 | Approve Increase in Size of Board from Nineteen to Twenty | Mgmt | For | For | For |
| 2.1 | Elect Director Michael R. Amend | Mgmt | For | For | For |
| 2.2 | Elect Director Deborah J. Barrett | Mgmt | For | For | For |
| 2.3 | Elect Director Robin A. Bienfait | Mgmt | For | For | For |
| 2.4 | Elect Director Heather E. Conway | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Heather Conway, Marcel Coutu, Andre Desmarais, Paul Desmarais Jr., Susan McArthur, Robert Jeffrey Orr, Thomas Timothy Ryan Jr., and Brian Walsh for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |
| 2.5 | Elect Director Marcel R. Coutu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Heather Conway, Marcel Coutu, Andre Desmarais, Paul Desmarais Jr., Susan McArthur, Robert Jeffrey Orr, Thomas Timothy Ryan Jr., and Brian Walsh for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |
| 2.6 | Elect Director Andre Desmarais | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Heather Conway, Marcel Coutu, Andre Desmarais, Paul Desmarais Jr., Susan McArthur, Robert Jeffrey Orr, Thomas Timothy Ryan Jr., and Brian Walsh for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |
| 2.7 | Elect Director Paul Desmarais, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Heather Conway, Marcel Coutu, Andre Desmarais, Paul Desmarais Jr., Susan McArthur, Robert Jeffrey Orr, Thomas Timothy Ryan Jr., and Brian Walsh for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |
| 2.8 | Elect Director Sally M. Dewar | Mgmt | For | For | For |
| 2.9 | Elect Director Gary A. Doer | Mgmt | For | For | For |
| 2.10 | Elect Director Claude Genereux | Mgmt | For | For | For |
| 2.11 | Elect Director David M. Harney | Mgmt | For | For | For |
| 2.12 | Elect Director Jake P. Lawrence | Mgmt | For | For | For |
| 2.13 | Elect Director Paula B. Madoff | Mgmt | For | For | For |
| 2.14 | Elect Director Susan J. McArthur | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Heather Conway, Marcel Coutu, Andre Desmarais, Paul Desmarais Jr., Susan McArthur, Robert Jeffrey Orr, Thomas Timothy Ryan Jr., and Brian Walsh for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |
| 2.15 | Elect Director R. Jeffrey Orr | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Heather Conway, Marcel Coutu, Andre Desmarais, Paul Desmarais Jr., Susan McArthur, Robert Jeffrey Orr, Thomas Timothy Ryan Jr., and Brian Walsh for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |

## Great-West Lifeco Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.16 | Elect Director James P. O'Sullivan | Mgmt | For | For | For |
| 2.17 | Elect Director T. Timothy Ryan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Heather Conway, Marcel Coutu, Andre Desmarais, Paul Desmarais Jr., Susan McArthur, Robert Jeffrey Orr, Thomas Timothy Ryan Jr., and Brian Walsh for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |
| 2.18 | Elect Director Dhvani D. Shah | Mgmt | For | For | For |
| 2.19 | Elect Director Siim A. Vanaselja | Mgmt | For | For | For |
| 2.20 | Elect Director Brian E. Walsh | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Heather Conway, Marcel Coutu, Andre Desmarais, Paul Desmarais Jr., Susan McArthur, Robert Jeffrey Orr, Thomas Timothy Ryan Jr., and Brian Walsh for lack of diversity on the board. Vote FOR the remaining proposed nominees.* | | | | |
| 3 | Ratify Deloitte LLP as Auditors | Mgmt | For | For | For |
| 4 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| 5 | Approve Performance Restricted Share Unit Plan | Mgmt | For | For | For |

## Howden Joinery Group Plc

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** HWDN

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** G4647J102

**Shares Voted:** 4,756

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect Jacqueline Callaway as Director | Mgmt | For | For | For |
| 5 | Re-elect Roisin Currie as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Roisin Currie, Louis Eperjesi, Timothy (Tim) Lodge, Suzy Neubert and Louise Provan (Louise Fowler) is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted as no significant concerns have been identified.* | | | | |
| 6 | Re-elect Louis Eperjesi as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Roisin Currie, Louis Eperjesi, Timothy (Tim) Lodge, Suzy Neubert and Louise Provan (Louise Fowler) is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted as no significant concerns have been identified.* | | | | |

## Howden Joinery Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Re-elect Louise Fowler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Roisin Currie, Louis Eperjesi, Timothy (Tim) Lodge, Suzy Neubert and Louise Provan (Louise Fowler) is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted as no significant concerns have been identified.* | | | | |
| 8 | Re-elect Andrew Livingston as Director | Mgmt | For | For | For |
| 9 | Re-elect Tim Lodge as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Roisin Currie, Louis Eperjesi, Timothy (Tim) Lodge, Suzy Neubert and Louise Provan (Louise Fowler) is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted as no significant concerns have been identified.* | | | | |
| 10 | Re-elect Vanda Murray as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Roisin Currie, Louis Eperjesi, Timothy (Tim) Lodge, Suzy Neubert and Louise Provan (Louise Fowler) is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted as no significant concerns have been identified.* | | | | |
| 11 | Re-elect Suzy Neubert as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Roisin Currie, Louis Eperjesi, Timothy (Tim) Lodge, Suzy Neubert and Louise Provan (Louise Fowler) is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted as no significant concerns have been identified.* | | | | |
| 12 | Re-elect Peter Ventress as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Roisin Currie, Louis Eperjesi, Timothy (Tim) Lodge, Suzy Neubert and Louise Provan (Louise Fowler) is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted as no significant concerns have been identified.* | | | | |
| 13 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## iA Financial Corporation Inc.

**Meeting Date:** 05/07/2026 **Country:** Canada **Ticker:** IAG

**Record Date:** 03/10/2026 **Meeting Type:** Annual

**Primary Security ID:** 45075E104

# iA Financial Corporation Inc.

**Shares Voted:** 2,577

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Yousry Bissada | Mgmt | For | For | For |
| 1.2 | Elect Director William F. Chinery | Mgmt | For | For | For |
| 1.3 | Elect Director Martin Gagnon | Mgmt | For | For | For |
| 1.4 | Elect Director Alka Gautam | Mgmt | For | For | For |
| 1.5 | Elect Director Emma K. Griffin | Mgmt | For | For | For |
| 1.6 | Elect Director Kenneth F. Kroner | Mgmt | For | For | For |
| 1.7 | Elect Director Ginette Maille | Mgmt | For | For | For |
| 1.8 | Elect Director Jacques Martin | Mgmt | For | For | For |
| 1.9 | Elect Director Johanne Papillon | Mgmt | For | For | For |
| 1.10 | Elect Director Marc Poulin | Mgmt | For | For | For |
| 1.11 | Elect Director Suzanne Rancourt | Mgmt | For | For | For |
| 1.12 | Elect Director Denis Ricard | Mgmt | For | For | For |
| 1.13 | Elect Director Ouma Sananikone | Mgmt | For | For | For |
| 1.14 | Elect Director Rebecca Schechter | Mgmt | For | For | For |
| 1.15 | Elect Director Ludwig W. Willisch | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| | Shareholder Proposals | Mgmt | | | |
| 4 | SP 1: Strengthen Shareholder Participation in Annual General Meetings (AGMs) | SH | Against | Against | Against |
| 5 | SP 2: Advisory Vote on Environmental Policies | SH | Against | For | For |
| | *Voting Policy Rationale: Support FOR this shareholder proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and would allow shareholders to express their opinions on the climate risk management practices of the company. It is further noted that the company has not set targets approved by the Science-based Targets Initiative (SBTI).* | | | | |
| 6 | SP 3: Incorporate Environmental and Climate Change Competencies into Directors' Evaluation Grid | SH | Against | For | For |
| | *Voting Policy Rationale: Support FOR this proposal is warranted. The benefits of the board taking into account levels of experience and expertise in environmental and climate change issues can ultimately serve to enhance the board's oversight of climate and environmental-related risks and concerns relevant to the company's business in a way that is not overly burdensome to the company's current strategy.* | | | | |

# InterContinental Hotels Group Plc

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** IHG

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** G4804L163

**Shares Voted:** 528

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4a | Elect Nicholas Cadbury as Director | Mgmt | For | For | For |
| 4b | Re-elect Graham Allan as Director | Mgmt | For | For | For |
| 4c | Re-elect Arthur de Haast as Director | Mgmt | For | For | For |
| 4d | Re-elect Duriya Farooqui as Director | Mgmt | For | For | For |
| 4e | Re-elect Michael Glover as Director | Mgmt | For | For | For |
| 4f | Re-elect Byron Grote as Director | Mgmt | For | For | For |
| 4g | Re-elect Elie Maalouf as Director | Mgmt | For | For | For |
| 4h | Re-elect Deanna Oppenheimer as Director | Mgmt | For | For | For |
| 4i | Re-elect Angie Risley as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the re-election of the Remuneration Committee Chair, Angie Risley, is considered warranted because: * Despite more than 30% of votes cast being cast against the Company's remuneration policy at the 2025 AGM, LTIP awards were granted under the new policy less than one week after the AGM, with no changes made to the LTIP structure or award terms. The timing of the awards is considered to have undermined the credibility of the shareholder consultation undertaken post-AGM, irrespective of its stated scope or extent. As Chair of the Remuneration Committee, Angie Risley is considered to bear ultimate responsibility for the Company's remuneration practice. A vote FOR the remaining nominees is warranted.* | | | | |
| 4j | Re-elect Sharon Rothstein as Director | Mgmt | For | For | For |
| 5 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 6 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 7 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 8 | Authorise Issue of Equity | Mgmt | For | For | For |
| 9 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## InterContinental Hotels Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 11 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 12 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Iron Mountain Incorporated

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** IRM

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 46284V101

**Shares Voted:** 1,718

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jennifer Allerton | Mgmt | For | For | For |
| 1b | Elect Director Pamela M. Arway | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Kent P. Dauten | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director June Yee Felix | Mgmt | For | For | For |
| 1e | Elect Director Monte Ford | Mgmt | For | For | For |
| 1f | Elect Director Christie Kelly | Mgmt | For | For | For |
| 1g | Elect Director Robin L. Matlock | Mgmt | For | For | For |
| 1h | Elect Director William L. Meaney | Mgmt | For | For | For |
| 1i | Elect Director Walter C. Rakowich | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director Theodore R. Samuels | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director Doyle R. Simons | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Iron Mountain Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Itron, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** ITRI

**Record Date:** 03/03/2026 **Meeting Type:** Annual

**Primary Security ID:** 465741106

**Shares Voted:** 207

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Scott D. Drury | Mgmt | For | For | For |
| 1b | Elect Director Sheri L. Savage | Mgmt | For | For | For |
| 1c | Elect Director Frank M. Jaehnert | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Jerome J. Lande | Mgmt | For | For | For |
| 1e | Elect Director Sanjay Mirchandani | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 31.14 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

## ITV Plc

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** ITV

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** G4984A110

**Shares Voted:** 15,448

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Dawn Allen as Director | Mgmt | For | For | For |

# ITV Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Elect Helen Ashton as Director | Mgmt | For | For | For |
| 6 | Re-elect Edward Carter as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Cosslett, Edward Bonham Carter, Graham Cooke, Margaret Ewing and Sharmila Nebhrajani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7 | Re-elect Graham Cooke as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Cosslett, Edward Bonham Carter, Graham Cooke, Margaret Ewing and Sharmila Nebhrajani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8 | Re-elect Andrew Cosslett as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Cosslett, Edward Bonham Carter, Graham Cooke, Margaret Ewing and Sharmila Nebhrajani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Margaret Ewing as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Cosslett, Edward Bonham Carter, Graham Cooke, Margaret Ewing and Sharmila Nebhrajani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Marjorie Kaplan as Director | Mgmt | For | For | For |
| 11 | Re-elect Gidon Katz as Director | Mgmt | For | For | For |
| 12 | Re-elect Chris Kennedy as Director | Mgmt | For | For | For |
| 13 | Re-elect Carolyn McCall as Director | Mgmt | For | For | For |
| 14 | Re-elect Sharmila Nebhrajani as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Andrew (Andy) Cosslett, Edward Bonham Carter, Graham Cooke, Margaret Ewing and Sharmila Nebhrajani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 15 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## ITV Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## KBC Group SA/NV

**Meeting Date:** 05/07/2026 **Country:** Belgium **Ticker:** KBC

**Record Date:** 04/23/2026 **Meeting Type:** Annual

**Primary Security ID:** B5337G162

**Shares Voted:** 2,138

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 3 | Receive Assurance Report on Sustainability Reporting of KBC Group NV | Mgmt | | | |
| 4 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 5 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 5.10 per Share | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as certain concerns arise in relation to the proposed introduction of a retention bonus. While these concerns are partly mitigated by the cap at 50% of base salary and the transparent disclosure of the circumstances under which the award may be granted, retention-type awards are not in line with good governance practices. Furthermore, the 2025 remuneration report suggests a EUR 350,000 retention award to the CEO to address quantum concerns. This indicates that the quantum concerns are not structurally addressed through a robust policy and transparent benchmarking, but instead 'patchwork' of retention awards.* | | | | |
| 8 | Approve Discharge of Directors | Mgmt | For | For | For |
| 9 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 10.1 | Elect Elisa Vlerick as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the elections of Christine Van Rijsseghem and Elisa Vlerick is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members.* | | | | |
| 10.2 | Reelect Alicia Reyes Revuelta as Director | Mgmt | For | For | For |
| 10.3 | Reelect Christine Van Rijsseghem as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the elections of Christine Van Rijsseghem and Elisa Vlerick is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members.* | | | | |

## KBC Group SA/NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 12 | Transact Other Business | Mgmt | | | |

## Klepierre SA

**Meeting Date:** 05/07/2026 **Country:** France **Ticker:** LI

**Record Date:** 04/28/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F5396X102

**Shares Voted:** 28,302

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 1.90 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Reelect Nadine Glicenstein as Supervisory Board Member | Mgmt | For | For | For |
| 6 | Reelect Florence von Erb as Supervisory Board Member | Mgmt | For | For | For |
| 7 | Reelect Stanley Shashoua as Supervisory Board Member | Mgmt | For | For | For |
| 8 | Elect Ludovic Jacquot as Supervisory Board Member | Mgmt | For | For | For |
| 9 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 10 | Approve Compensation of David Simon, Chairman of the Supervisory Board | Mgmt | For | For | For |
| 11 | Approve Compensation of Jean-Marc Jestin, Chairman of the Management Board | Mgmt | For | For | For |
| 12 | Approve Compensation of Stéphane Tortajada, Management Board Member | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of Chairman and Supervisory Board Members | Mgmt | For | For | For |

## Klepierre SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Approve Remuneration Policy of Chairman of the Management Board | Mgmt | For | For | For |
| 15 | Approve Remuneration Management Board Members | Mgmt | For | For | For |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 17 | Amend Article 11 of Bylaws Re: Staggering of Supervisory Board Mandates | Mgmt | For | For | For |
| 18 | Amend Article 17 of Bylaws Re: Supervisory Board's Power to Change Location of Registered Office | Mgmt | For | For | For |
| 19 | Amend Article 23 of Bylaws to Incorporate Legal Changes (Say on Pay) Re: Remuneration of Management Board Members | Mgmt | For | For | For |
| 20 | Amend Articles 27 and 29 of Bylaws to Incorporate Legal Changes Re: Record Date and Voting Rights | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 21 | Ratify Appointment of Emmanuel Cronier as Supervisory Board Member | Mgmt | For | For | For |
| 22 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Koninklijke BAM Groep NV

**Meeting Date:** 05/07/2026 **Country:** Netherlands **Ticker:** BAMNB

**Record Date:** 04/09/2026 **Meeting Type:** Annual

**Primary Security ID:** N0157T177

**Shares Voted:** 1,310

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Receive Report of Supervisory Board (Non-Voting) | Mgmt | | | |
| 2.b. | Approve Remuneration Report Containing Remuneration Policy for Executive Board Members | Mgmt | For | For | For |

## Koninklijke BAM Groep NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.c. | Approve Remuneration Report Containing Remuneration Policy for Supervisory Board Members | Mgmt | For | For | For |
| 3.a. | Receive Report of Executive Board (Non-Voting) | Mgmt | | | |
| 3.b. | Discussion on Company's Corporate Governance Structure | Mgmt | | | |
| 4. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 5. | Approve Dividends | Mgmt | For | For | For |
| 6.a. | Approve Discharge of Executive Board | Mgmt | For | For | For |
| 6.b. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 7. | Elect P.C. Hamer to Supervisory Board | Mgmt | For | For | For |
| 8.a. | Grant Board Authority to Issue Shares | Mgmt | For | For | For |
| 8.b. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 9. | Authorize Repurchase of Shares Issued Share Capital | Mgmt | For | For | For |
| 10. | Other Business (Non-Voting) | Mgmt | | | |
| 11. | Close Meeting | Mgmt | | | |

## Lundin Mining Corporation

**Meeting Date:** 05/07/2026 **Country:** Canada **Ticker:** LUN
**Record Date:** 03/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 550372106

**Shares Voted:** 16,011

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1A | Elect Director Adam I. Lundin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Victoria McMillan, Dale Peniuk and Maria Olivia Recart Herrera for lack of diversity on the board. Vote AGAINST Adam Lundin for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the remaining nominees.* | | | | |
| 1B | Elect Director C. Ashley Heppenstall | Mgmt | For | For | For |
| 1C | Elect Director Donald K. Charter | Mgmt | For | For | For |
| 1D | Elect Director Jack O. A. Lundin | Mgmt | For | For | For |

## Lundin Mining Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1E | Elect Director Victoria J. McMillan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Victoria McMillan, Dale Peniuk and Maria Olivia Recart Herrera for lack of diversity on the board. Vote AGAINST Adam Lundin for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the remaining nominees.* | | | | |
| 1F | Elect Director Dale C. Peniuk | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Victoria McMillan, Dale Peniuk and Maria Olivia Recart Herrera for lack of diversity on the board. Vote AGAINST Adam Lundin for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the remaining nominees.* | | | | |
| 1G | Elect Director Maria Olivia Recart | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Victoria McMillan, Dale Peniuk and Maria Olivia Recart Herrera for lack of diversity on the board. Vote AGAINST Adam Lundin for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the remaining nominees.* | | | | |
| 1H | Elect Director Natasha N.D. Vaz | Mgmt | For | For | For |
| 1I | Elect Director Michael Steinmann | Mgmt | For | For | For |
| 2 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| | Shareholder Proposal | Mgmt | | | |
| 4 | SP 1: Disclose Greenhouse Gas Emissions (GHG) Reduction Strategy | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as the company acknowledges gaps in its disclosure with regard to Scope 3 emissions. Enhanced disclosure would provide shareholders with greater clarity in assessing the effectiveness of its policies and strategies for climate related-risks.* | | | | |

## Man Group Plc (Jersey)

**Meeting Date:** 05/07/2026 **Country:** Jersey **Ticker:** EMG
**Record Date:** 05/05/2026 **Meeting Type:** Annual
**Primary Security ID:** G57991104

**Shares Voted:** 5,445

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect Colin Bell as Director | Mgmt | For | For | For |

## Man Group Plc (Jersey)

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Re-elect Lucinda Bell as Director | Mgmt | For | For | For |
| 6 | Re-elect Laurie Fitch as Director | Mgmt | For | For | For |
| 7 | Re-elect Antoine Forterre as Director | Mgmt | For | For | For |
| 8 | Re-elect Robyn Grew as Director | Mgmt | For | For | For |
| 9 | Re-elect Dixit Joshi as Director | Mgmt | For | For | For |
| 10 | Re-elect Sarah Legg as Director | Mgmt | For | For | For |
| 11 | Re-elect Anne Wade as Director | Mgmt | For | For | For |
| 12 | Re-elect Paco Ybarra as Director | Mgmt | For | For | For |
| 13 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Materion Corporation

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** MTRN

**Record Date:** 03/12/2026 **Meeting Type:** Annual

**Primary Security ID:** 576690101

**Shares Voted:** 381

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Thomas T. Edman | Mgmt | For | For | For |

## Materion Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Vinod M. Khilnani | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Emily M. Liggett | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Robert J. Phillippy | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Patrick Prevost | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Craig S. Shular | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Darlene J. S. Solomon | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Robert B. Toth | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Jugal K. Vijayvargiya | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company maintains a modified single trigger change-in-control agreement provision.* | | | | |
| 4 | Change Range for Size of the Board | Mgmt | For | For | For |

## Mettler-Toledo International Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** MTD

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 592688105

**Shares Voted:** 358

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Roland Diggelmann | Mgmt | For | For | For |

## Mettler-Toledo International Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Domitille Doat-Le Bigot | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Elisha W. Finney | Mgmt | For | For | For |
| 1.4 | Elect Director Pablo Perversi | Mgmt | For | For | For |
| 1.5 | Elect Director Thomas P. Salice | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Brian Shepherd | Mgmt | For | For | For |
| 1.7 | Elect Director Michael J. Tokich | Mgmt | For | For | For |
| 1.8 | Elect Director Wolfgang Wienand | Mgmt | For | For | For |
| 1.9 | Elect Director Ingrid Zhang | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Morgan Sindall Group plc

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** MGNS

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** G81560107

**Shares Voted:** 211

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Remuneration Policy | Mgmt | For | For | For |
| 5 | Elect Peter Harrison as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Peter Harrison, David Lowden, Sharon Fennessy, Mark Robson and Jennifer (Jen) Tippin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6 | Re-elect John Morgan as Director | Mgmt | For | For | For |
| 7 | Re-elect Kelly Gangotra as Director | Mgmt | For | For | For |

## Morgan Sindall Group plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Re-elect David Lowden as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Peter Harrison, David Lowden, Sharon Fennessy, Mark Robson and Jennifer (Jen) Tippin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Jen Tippin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Peter Harrison, David Lowden, Sharon Fennessy, Mark Robson and Jennifer (Jen) Tippin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Sharon Fennessy as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Peter Harrison, David Lowden, Sharon Fennessy, Mark Robson and Jennifer (Jen) Tippin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect Mark Robson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Peter Harrison, David Lowden, Sharon Fennessy, Mark Robson and Jennifer (Jen) Tippin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Mueller Industries, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** MLI

**Record Date:** 03/12/2026 **Meeting Type:** Annual

**Primary Security ID:** 624756102

**Shares Voted:** 1,263

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Gregory L. Christopher | Mgmt | For | For | For |

## Mueller Industries, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Elizabeth Donovan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director William C. Drummond | Mgmt | For | For | For |
| 1.4 | Elect Director Gary S. Gladstein | Mgmt | For | For | For |
| 1.5 | Elect Director Scott J. Goldman | Mgmt | For | For | For |
| 1.6 | Elect Director John B. Hansen | Mgmt | For | For | For |
| 1.7 | Elect Director Terry Hermanson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director Charles P. Herzog, Jr. | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |

## Norfolk Southern Corporation

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** NSC

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 655844108

**Shares Voted:** 2,044

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Richard H. Anderson | Mgmt | For | For | For |
| 1b | Elect Director William Clyburn, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Philip S. Davidson | Mgmt | For | For | For |
| 1d | Elect Director Francesca A. DeBiase | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Norfolk Southern Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Marcela E. Donadio | Mgmt | For | For | For |
| 1f | Elect Director Sameh Fahmy | Mgmt | For | For | For |
| 1g | Elect Director Mark R. George | Mgmt | For | For | For |
| 1h | Elect Director Mary Kathryn "Heidi" Heitkamp | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director John C. Huffard, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Christopher T. Jones | Mgmt | For | For | For |
| 1k | Elect Director Gilbert H. Lamphere | Mgmt | For | For | For |
| 1l | Elect Director Lori J. Ryerkerk | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## NVR, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** NVR

**Record Date:** 03/04/2026 **Meeting Type:** Annual

**Primary Security ID:** 62944T105

**Shares Voted:** 45

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Paul C. Saville | Mgmt | For | For | For |
| 1b | Elect Director C. E. Andrews | Mgmt | For | For | For |
| 1c | Elect Director Sallie B. Bailey | Mgmt | For | For | For |
| 1d | Elect Director Michael J. DeVito | Mgmt | For | For | For |
| 1e | Elect Director Alfred E. Festa | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Alexandra A. Jung | Mgmt | For | For | For |

## NVR, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director Mel Martinez | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director George R. Oliver | Mgmt | For | For | For |
| 1i | Elect Director David A. Preiser | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director W. Grady Rosier | Mgmt | For | For | For |
| 1k | Elect Director Susan Williamson Ross | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholders' ability to make use of the right.* | | | | |
| 5 | Disclose Greenhouse Gas Emissions | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The requested report would provide significant clarity as to the company s alignment and progress concerning its stated sustainability strategy, while also bringing it in line with the practices of its industry peers. Further, GHG emissions reporting would demonstrate responsiveness to regulatory risk.* | | | | |

## OSB Group Plc

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** OSB

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** G6S36L101

**Shares Voted:** 1,684

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Amend Performance Share Plan | Mgmt | For | For | For |
| 5 | Amend Deferred Share Bonus Plan | Mgmt | For | For | For |
| 6 | Approve Final Dividend | Mgmt | For | For | For |

# OSB Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Re-elect Kal Atwal as Director | Mgmt | For | For | For |
| 8 | Re-elect Henry Daubeney as Director | Mgmt | For | For | For |
| 9 | Re-elect Sally Jones-Evans as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Weymouth, Gareth Hoskin and Sally Jones-Evans is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Andrew Golding as Director | Mgmt | For | For | For |
| 11 | Re-elect Gareth Hoskin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Weymouth, Gareth Hoskin and Sally Jones-Evans is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12 | Re-elect Victoria Hyde as Director | Mgmt | For | For | For |
| 13 | Re-elect Simon Walker as Director | Mgmt | For | For | For |
| 14 | Re-elect David Weymouth as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Weymouth, Gareth Hoskin and Sally Jones-Evans is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 15 | Elect Robin Bulloch as Director | Mgmt | For | For | For |
| 16 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Group Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 23 | Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments | Mgmt | For | For | For |
| 24 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 25 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Progress Software Corporation

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** PRGS
**Record Date:** 03/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 743312100

**Shares Voted:** 136

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Paul T. Dacier | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director John R. Egan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Rainer Gawlick | Mgmt | For | For | For |
| 1.4 | Elect Director Yogesh K. Gupta | Mgmt | For | For | For |
| 1.5 | Elect Director Charles F. Kane | Mgmt | For | For | For |
| 1.6 | Elect Director Samskriti (Sam) Y. King | Mgmt | For | For | For |
| 1.7 | Elect Director David A. Krall | Mgmt | For | For | For |
| 1.8 | Elect Director Angela T. Tucci | Mgmt | For | For | For |
| 1.9 | Elect Director Vivian M. Vitale | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Rentokil Initial Plc

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** RTO
**Record Date:** 05/05/2026 **Meeting Type:** Annual
**Primary Security ID:** G7494G105

**Shares Voted:** 11,697

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |

# Rentokil Initial Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Richard Solomons as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Solomons, John Pettigrew, Brian Baldwin, David Frear, Sally Johnson and Catherine (Cathy) Turner is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5 | Elect Mike Duffy as Director | Mgmt | For | For | For |
| 6 | Re-elect Paul Edgecliffe-Johnson as Director | Mgmt | For | For | For |
| 7 | Re-elect Brian Baldwin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Solomons, John Pettigrew, Brian Baldwin, David Frear, Sally Johnson and Catherine (Cathy) Turner is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8 | Re-elect David Frear as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Solomons, John Pettigrew, Brian Baldwin, David Frear, Sally Johnson and Catherine (Cathy) Turner is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Re-elect Sally Johnson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Solomons, John Pettigrew, Brian Baldwin, David Frear, Sally Johnson and Catherine (Cathy) Turner is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Elect Sam Mitchell as Director | Mgmt | For | For | For |
| 11 | Re-elect John Pettigrew as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Solomons, John Pettigrew, Brian Baldwin, David Frear, Sally Johnson and Catherine (Cathy) Turner is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12 | Elect Leanne Sheraton as Director | Mgmt | For | For | For |
| 13 | Re-elect Cathy Turner as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Solomons, John Pettigrew, Brian Baldwin, David Frear, Sally Johnson and Catherine (Cathy) Turner is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 14 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Approve Share Plan | Mgmt | For | For | For |
| 18 | Approve Executive Director Buyout Plan | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |

## Rentokil Initial Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Republic Services, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** RSG

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 760759100

**Shares Voted:** 1,627

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Manny Kadre | Mgmt | For | For | For |
| 1b | Elect Director Ian Craig | Mgmt | For | For | For |
| 1c | Elect Director Michael A. Duffy | Mgmt | For | For | For |
| 1d | Elect Director Thomas W. Handley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Jennifer M. Kirk | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Michael Larson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Norman Thomas Linebarger | Mgmt | For | For | For |
| 1h | Elect Director Meg Reynolds | Mgmt | For | For | For |
| 1i | Elect Director James P. Snee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director Brian S. Tyler | Mgmt | For | For | For |
| 1k | Elect Director Jon Vander Ark | Mgmt | For | For | For |

## Republic Services, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1l | Elect Director Sandra M. Volpe | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1m | Elect Director Katharine B. Weymouth | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Schneider Electric SE

**Meeting Date:** 05/07/2026 **Country:** France **Ticker:** SU

**Record Date:** 04/28/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F86921107

**Shares Voted:** 8,860

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 4.20 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 6 | Approve Compensation of Olivier Blum, CEO | Mgmt | For | For | For |
| 7 | Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 10 | Approve Remuneration of Directors in the Aggregate Amount of EUR 3,200,000 | Mgmt | For | For | For |

## Schneider Electric SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 12 | Reelect Anders Runevad as Director | Mgmt | For | For | For |
| 13 | Elect Ellyn Shook as Director | Mgmt | For | For | For |
| 14 | Elect François Jackow as Director | Mgmt | For | For | For |
| 15 | Approve Company's Climate Transition Plan (Advisory) | Mgmt | For | For | For |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 17 | Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million | Mgmt | For | For | For |
| 18 | Approve Issuance of Equity or Equity-Linked Securities Reserved for One or More Specifically Designated Persons up to Aggregate Nominal Amount of EUR 224 Million | Mgmt | For | For | For |
| 19 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 20 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt | For | For | For |
| 21 | Amend Article 19 of Bylaws to Incorporate Legal Changes | Mgmt | For | For | For |
| 22 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Standard Chartered Plc

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** STAN

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** G84228157

**Shares Voted:** 24,932

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Standard Chartered Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Re-elect Shirish Apte as Director | Mgmt | For | For | For |
| 5 | Re-elect Jackie Hunt as Director | Mgmt | For | For | For |
| 6 | Re-elect Diane Jurgens as Director | Mgmt | For | For | For |
| 7 | Re-elect Robin Lawther as Director | Mgmt | For | For | For |
| 8 | Re-elect Lincoln Leong as Director | Mgmt | For | For | For |
| 9 | Re-elect Maria Ramos as Director | Mgmt | For | For | For |
| 10 | Re-elect Phil Rivett as Director | Mgmt | For | For | For |
| 11 | Re-elect David Tang as Director | Mgmt | For | For | For |
| 12 | Re-elect Bill Winters as Director | Mgmt | For | For | For |
| 13 | Re-elect Linda Yueh as Director | Mgmt | For | For | For |
| 14 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 23 | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities | Mgmt | For | For | For |
| 23 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Standard Chartered Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 24 | Authorise Market Purchase of Preference Shares | Mgmt | For | For | For |
| 25 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Sterling Infrastructure, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** STRL
**Record Date:** 03/10/2026 **Meeting Type:** Annual
**Primary Security ID:** 859241101

**Shares Voted:** 345

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director William T. Bosway | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Roger A. Cregg | Mgmt | For | For | For |
| 1c | Elect Director Joseph A. Cutillo | Mgmt | For | For | For |
| 1d | Elect Director Julie A. Dill | Mgmt | For | For | For |
| 1e | Elect Director Dana C. O'Brien | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director B. Andrew Rose | Mgmt | For | For | For |
| 1g | Elect Director David S. Schulz | Mgmt | For | For | For |
| 1h | Elect Director Dwayne A. Wilson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |

## Sunrise Communications AG

**Meeting Date:** 05/07/2026 **Country:** Switzerland **Ticker:** SUNN
**Record Date:** **Meeting Type:** Annual
**Primary Security ID:** H8365A119

# Sunrise Communications AG

**Shares Voted:** 304

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 1.3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The ex-post disclosures provided to explain variable awards in the past year are inadequate. * The report does not directly address low shareholder support on the prior vote.* | | | | |
| 2 | Approve Allocation of Income and Dividends of CHF 3.42 per Class A Share and CHF 0.34 per Class B Share from Foreign Capital Contribution Reserves | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1 | Reelect Michael Fries as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 4.1-4.2.6) A vote AGAINST incumbent nominating committee members Adam Bird, Catherine Muehlemann, and Lutz Schueler is warranted for lack of diversity on the board. A vote AGAINST Michael (Mike) Fries is warranted because he holds an excessive number of mandates at listed companies and he is a beneficiary of the company's unequal voting structure. A vote FOR the remaining nominees is warranted. Compensation committee elections (Items 5.1-5.3) A vote AGAINST Adam Bird for compensation committee is warranted because his election to the board does not warrant support. Votes FOR the remaining nominees are warranted.* | | | | |
| 4.2.1 | Reelect Adam Bird as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 4.1-4.2.6) A vote AGAINST incumbent nominating committee members Adam Bird, Catherine Muehlemann, and Lutz Schueler is warranted for lack of diversity on the board. A vote AGAINST Michael (Mike) Fries is warranted because he holds an excessive number of mandates at listed companies and he is a beneficiary of the company's unequal voting structure. A vote FOR the remaining nominees is warranted. Compensation committee elections (Items 5.1-5.3) A vote AGAINST Adam Bird for compensation committee is warranted because his election to the board does not warrant support. Votes FOR the remaining nominees are warranted.* | | | | |
| 4.2.2 | Reelect Ingrid Deltenre as Director | Mgmt | For | For | For |
| 4.2.3 | Reelect Thomas Meyer as Director | Mgmt | For | For | For |
| 4.2.4 | Reelect Catherine Muehlemann as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 4.1-4.2.6) A vote AGAINST incumbent nominating committee members Adam Bird, Catherine Muehlemann, and Lutz Schueler is warranted for lack of diversity on the board. A vote AGAINST Michael (Mike) Fries is warranted because he holds an excessive number of mandates at listed companies and he is a beneficiary of the company's unequal voting structure. A vote FOR the remaining nominees is warranted. Compensation committee elections (Items 5.1-5.3) A vote AGAINST Adam Bird for compensation committee is warranted because his election to the board does not warrant support. Votes FOR the remaining nominees are warranted.* | | | | |
| 4.2.5 | Reelect Enrique Rodriguez as Director | Mgmt | For | For | For |

## Sunrise Communications AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.2.6 | Reelect Lutz Schueler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 4.1-4.2.6) A vote AGAINST incumbent nominating committee members Adam Bird, Catherine Muehlemann, and Lutz Schueler is warranted for lack of diversity on the board. A vote AGAINST Michael (Mike) Fries is warranted because he holds an excessive number of mandates at listed companies and he is a beneficiary of the company's unequal voting structure. A vote FOR the remaining nominees is warranted. Compensation committee elections (Items 5.1-5.3) A vote AGAINST Adam Bird for compensation committee is warranted because his election to the board does not warrant support. Votes FOR the remaining nominees are warranted.* | | | | |
| 5.1 | Reappoint Adam Bird as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 4.1-4.2.6) A vote AGAINST incumbent nominating committee members Adam Bird, Catherine Muehlemann, and Lutz Schueler is warranted for lack of diversity on the board. A vote AGAINST Michael (Mike) Fries is warranted because he holds an excessive number of mandates at listed companies and he is a beneficiary of the company's unequal voting structure. A vote FOR the remaining nominees is warranted. Compensation committee elections (Items 5.1-5.3) A vote AGAINST Adam Bird for compensation committee is warranted because his election to the board does not warrant support. Votes FOR the remaining nominees are warranted.* | | | | |
| 5.2 | Reappoint Ingrid Deltenre as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.3 | Reappoint Enrique Rodriguez as Member of the Compensation Committee | Mgmt | For | For | For |
| 6 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |
| 7 | Designate Keller AG as Independent Proxy | Mgmt | For | For | For |
| 8.1 | Approve Remuneration of Directors in the Amount of CHF 2.1 Million | Mgmt | For | For | For |
| 8.2 | Approve Remuneration of Executive Committee in the Amount of CHF 22 Million | Mgmt | For | For | For |
| 9 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Swiss Life Holding AG

**Meeting Date:** 05/07/2026 **Country:** Switzerland **Ticker:** SLHN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H8404J162

**Shares Voted:** 497

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Swiss Life Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 1.3 | Approve Non-Financial Report (Non-Binding) | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 36.50 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board of Directors | Mgmt | For | For | For |
| 4.1 | Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million | Mgmt | For | For | For |
| 4.2 | Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.7 Million | Mgmt | For | For | For |
| 4.3 | Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million | Mgmt | For | For | For |
| 5.1 | Reelect Rolf Doerig as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Monika Buetler, Martin Schmid, and Klaus Tschuetscher is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Rolf Doerig, Thomas Buess, Damir Filipovic, Patrick Frost, Franziska Sauber, and Klaus Tschuetscher are warranted because of the failure to establish a sufficiently independent board. A vote FOR the remaining nominees is warranted due to a lack of concerns.* | | | | |
| 5.2 | Reelect Thomas Buess as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Monika Buetler, Martin Schmid, and Klaus Tschuetscher is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Rolf Doerig, Thomas Buess, Damir Filipovic, Patrick Frost, Franziska Sauber, and Klaus Tschuetscher are warranted because of the failure to establish a sufficiently independent board. A vote FOR the remaining nominees is warranted due to a lack of concerns.* | | | | |
| 5.3 | Reelect Monika Buetler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Monika Buetler, Martin Schmid, and Klaus Tschuetscher is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Rolf Doerig, Thomas Buess, Damir Filipovic, Patrick Frost, Franziska Sauber, and Klaus Tschuetscher are warranted because of the failure to establish a sufficiently independent board. A vote FOR the remaining nominees is warranted due to a lack of concerns.* | | | | |
| 5.4 | Reelect Damir Filipovic as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Monika Buetler, Martin Schmid, and Klaus Tschuetscher is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Rolf Doerig, Thomas Buess, Damir Filipovic, Patrick Frost, Franziska Sauber, and Klaus Tschuetscher are warranted because of the failure to establish a sufficiently independent board. A vote FOR the remaining nominees is warranted due to a lack of concerns.* | | | | |
| 5.5 | Reelect Stefan Loacker as Director | Mgmt | For | For | For |
| 5.6 | Reelect Severin Moser as Director | Mgmt | For | For | For |

# Swiss Life Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.7 | Reelect Martin Schmid as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Monika Buetler, Martin Schmid, and Klaus Tschuetscher is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Rolf Doerig, Thomas Buess, Damir Filipovic, Patrick Frost, Franziska Sauber, and Klaus Tschuetscher are warranted because of the failure to establish a sufficiently independent board. A vote FOR the remaining nominees is warranted due to a lack of concerns.* | | | | |
| 5.8 | Reelect Franziska Sauber as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Monika Buetler, Martin Schmid, and Klaus Tschuetscher is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Rolf Doerig, Thomas Buess, Damir Filipovic, Patrick Frost, Franziska Sauber, and Klaus Tschuetscher are warranted because of the failure to establish a sufficiently independent board. A vote FOR the remaining nominees is warranted due to a lack of concerns.* | | | | |
| 5.9 | Reelect Klaus Tschuetscher as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Monika Buetler, Martin Schmid, and Klaus Tschuetscher is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Rolf Doerig, Thomas Buess, Damir Filipovic, Patrick Frost, Franziska Sauber, and Klaus Tschuetscher are warranted because of the failure to establish a sufficiently independent board. A vote FOR the remaining nominees is warranted due to a lack of concerns.* | | | | |
| 5.10 | Elect Luisa Delgado as Director | Mgmt | For | For | For |
| 5.11 | Elect Patrick Frost as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Monika Buetler, Martin Schmid, and Klaus Tschuetscher is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Rolf Doerig, Thomas Buess, Damir Filipovic, Patrick Frost, Franziska Sauber, and Klaus Tschuetscher are warranted because of the failure to establish a sufficiently independent board. A vote FOR the remaining nominees is warranted due to a lack of concerns.* | | | | |
| 5.12 | Reappoint Monika Buetler as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Monika Buetler, Martin Schmid, and Klaus Tschuetscher is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Rolf Doerig, Thomas Buess, Damir Filipovic, Patrick Frost, Franziska Sauber, and Klaus Tschuetscher are warranted because of the failure to establish a sufficiently independent board. A vote FOR the remaining nominees is warranted due to a lack of concerns.* | | | | |
| 5.13 | Reappoint Martin Schmid as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Monika Buetler, Martin Schmid, and Klaus Tschuetscher is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Rolf Doerig, Thomas Buess, Damir Filipovic, Patrick Frost, Franziska Sauber, and Klaus Tschuetscher are warranted because of the failure to establish a sufficiently independent board. A vote FOR the remaining nominees is warranted due to a lack of concerns.* | | | | |
| 5.14 | Reappoint Klaus Tschuetscher as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Monika Buetler, Martin Schmid, and Klaus Tschuetscher is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Rolf Doerig, Thomas Buess, Damir Filipovic, Patrick Frost, Franziska Sauber, and Klaus Tschuetscher are warranted because of the failure to establish a sufficiently independent board. A vote FOR the remaining nominees is warranted due to a lack of concerns.* | | | | |
| 6 | Designate Zuercher Rechtsanwaelte AG as Independent Proxy | Mgmt | For | For | For |
| 7 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the audit firm has been engaged for more than 20 years.* | | | | |

## Swiss Life Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve CHF 58,214.20 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 9 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Swissquote Group Holding Ltd.

**Meeting Date:** 05/07/2026 **Country:** Switzerland **Ticker:** SQN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H8403Y111

**Shares Voted:** 49

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 3 | Approve Sustainability Report | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of CHF 7.40 per Share | Mgmt | For | For | For |
| 5 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 6.1a | Reelect Hans-Rudolf Koeng as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Hans-Rudolf Koeng, Paolo Buzzi, and Monica Dell Anna are warranted for lack of diversity on the board. Votes AGAINST their reappointment as Member of the Nomination and Compensation Committee are also warranted because their election to the board is not supported. Votes FOR the remaining nominees are warranted.* | | | | |
| 6.1b | Reelect Jean-Christophe Pernollet as Director | Mgmt | For | For | For |
| 6.1c | Reelect Monica Dell'Anna as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Hans-Rudolf Koeng, Paolo Buzzi, and Monica Dell Anna are warranted for lack of diversity on the board. Votes AGAINST their reappointment as Member of the Nomination and Compensation Committee are also warranted because their election to the board is not supported. Votes FOR the remaining nominees are warranted.* | | | | |
| 6.1d | Reelect Michael Ploog as Director | Mgmt | For | For | For |

# Swissquote Group Holding Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.1e | Reelect Paolo Buzzi as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Hans-Rudolf Koeng, Paolo Buzzi, and Monica Dell Anna are warranted for lack of diversity on the board. Votes AGAINST their reappointment as Member of the Nomination and Compensation Committee are also warranted because their election to the board is not supported. Votes FOR the remaining nominees are warranted.* | | | | |
| 6.1f | Reelect Demetra Kalogerou as Director | Mgmt | For | For | For |
| 6.1g | Reelect Esther Finidori as Director | Mgmt | For | For | For |
| 6.1h | Elect Thomas Romer as Director | Mgmt | For | For | For |
| 6.2a | Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Hans-Rudolf Koeng, Paolo Buzzi, and Monica Dell Anna are warranted for lack of diversity on the board. Votes AGAINST their reappointment as Member of the Nomination and Compensation Committee are also warranted because their election to the board is not supported. Votes FOR the remaining nominees are warranted.* | | | | |
| 6.2b | Reappoint Paolo Buzzi as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Hans-Rudolf Koeng, Paolo Buzzi, and Monica Dell Anna are warranted for lack of diversity on the board. Votes AGAINST their reappointment as Member of the Nomination and Compensation Committee are also warranted because their election to the board is not supported. Votes FOR the remaining nominees are warranted.* | | | | |
| 6.2c | Reappoint Hans-Rudolf Koeng as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Hans-Rudolf Koeng, Paolo Buzzi, and Monica Dell Anna are warranted for lack of diversity on the board. Votes AGAINST their reappointment as Member of the Nomination and Compensation Committee are also warranted because their election to the board is not supported. Votes FOR the remaining nominees are warranted.* | | | | |
| 6.3 | Ratify Ernst & Young SA as Auditors | Mgmt | For | For | For |
| 6.4 | Designate Juan Gil as Independent Proxy | Mgmt | For | For | For |
| 7.1 | Approve Remuneration of Directors in the Amount of CHF 1.8 Million | Mgmt | For | For | For |
| 7.2 | Approve Remuneration of Executive Committee in the Amount of CHF 12.2 Million | Mgmt | For | For | For |
| 8 | Approve 1:10 Stock Split | Mgmt | For | For | For |
| 9 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## T. Rowe Price Group, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** TROW
**Record Date:** 02/20/2026 **Meeting Type:** Annual
**Primary Security ID:** 74144T108

**Shares Voted:** 5,103

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Glenn R. August | Mgmt | For | For | For |
| 1b | Elect Director Mark S. Bartlett | Mgmt | For | For | For |
| 1c | Elect Director William P. Donnelly | Mgmt | For | For | For |
| 1d | Elect Director Dina Dublon | Mgmt | For | For | For |
| 1e | Elect Director Allan C. Golston | Mgmt | For | For | For |
| 1f | Elect Director Robert F. MacLellan | Mgmt | For | For | For |
| 1g | Elect Director Eileen P. Rominger | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Robert W. Sharps | Mgmt | For | For | For |
| 1i | Elect Director Cynthia F. Smith | Mgmt | For | For | For |
| 1j | Elect Director Robert J. Stevens | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Richard R. Verma | Mgmt | For | For | For |
| 1l | Elect Director Sandra S. Wijnberg | Mgmt | For | For | For |
| 1m | Elect Director Alan D. Wilson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Tritax Big Box REIT plc

**Meeting Date:** 05/07/2026 **Country:** United Kingdom **Ticker:** BBOX
**Record Date:** 05/05/2026 **Meeting Type:** Annual
**Primary Security ID:** G9101W101

## Tritax Big Box REIT plc

**Shares Voted:** 9,198

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Re-elect Aubrey Adams as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Aubrey Adams, Karen Whitworth and Alastair Hughes is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4 | Re-elect Elizabeth Brown as Director | Mgmt | For | For | For |
| 5 | Re-elect Wu Gang as Director | Mgmt | For | For | For |
| 6 | Re-elect Alastair Hughes as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Aubrey Adams, Karen Whitworth and Alastair Hughes is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7 | Re-elect Richard Laing as Director | Mgmt | For | For | For |
| 8 | Re-elect Karen Whitworth as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Aubrey Adams, Karen Whitworth and Alastair Hughes is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Kirsty Wilman as Director | Mgmt | For | For | For |
| 10 | Appoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 11 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 12 | Approve Dividend Policy | Mgmt | For | For | For |
| 13 | Authorise Issue of Equity | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 16 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 17 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## TTM Technologies, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** TTMI

**Record Date:** 03/11/2026 **Meeting Type:** Annual

**Primary Security ID:** 87305R109

## TTM Technologies, Inc.

**Shares Voted:** 561

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Julie S. England | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Philip G. Franklin | Mgmt | For | For | For |
| 1c | Elect Director Edwin Roks | Mgmt | For | For | For |
| 2 | Approve Nonqualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## TURKCELL Iletisim Hizmetleri AS

**Meeting Date:** 05/07/2026 **Country:** Turkey **Ticker:** TCELL.E

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** M8903B102

**Shares Voted:** 27,805

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting and Elect Presiding Council of Meeting | Mgmt | For | For | For |
| 2 | Receive Board Report | Mgmt | | | |
| 3 | Receive Audit Report | Mgmt | | | |
| 4 | Accept Financial Statements and Sustainability Report | Mgmt | For | For | For |
| 5 | Approve Discharge of Board | Mgmt | For | For | For |
| 6 | Amend Corporate Purpose | Mgmt | For | For | For |
| 7 | Approve Upper Limit of Donations for 2026 and Receive Information on Donations Made in 2025 | Mgmt | For | For | For |
| 8 | Ratify Director Appointments and Elect Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.* | | | | |

## TURKCELL Iletisim Hizmetleri AS

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Approve Director Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.* | | | | |
| 10 | Ratify External Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.* | | | | |
| 11 | Appoint Auditor for Sustainability Reporting | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the company failed to disclose the name of the proposed auditor.* | | | | |
| 12 | Approve Allocation of Income | Mgmt | For | For | For |
| 13 | Receive Information in Accordance with Article 1.3.6 of Capital Markets Board Corporate Governance Principles | Mgmt | | | |
| 14 | Receive Information on Share Repurchase Program | Mgmt | | | |
| 15 | Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law | Mgmt | For | For | For |
| 16 | Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties | Mgmt | | | |
| 17 | Close Meeting | Mgmt | | | |

## Veeco Instruments Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** VECO

**Record Date:** 03/11/2026 **Meeting Type:** Annual

**Primary Security ID:** 922417100

**Shares Voted:** 233

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kathleen A. Bayless | Mgmt | For | For | For |
| 1.2 | Elect Director Gordon Hunter | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Veeco Instruments Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Lena Nicolaides | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Vistance Networks, Inc.

**Meeting Date:** 05/07/2026 **Country:** USA **Ticker:** VISN

**Record Date:** 03/11/2026 **Meeting Type:** Annual

**Primary Security ID:** 20337X109

**Shares Voted:** 962

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Stephen (Steve) C. Gray | Mgmt | For | For | For |
| 1b | Elect Director L. William (Bill) Krause | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Joanne M. Maguire | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Thomas J. Manning | Mgmt | For | For | For |
| 1e | Elect Director Derrick A. Roman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Charles (Chuck) L. Treadway | Mgmt | For | For | For |
| 1g | Elect Director Claudius (Bud) E. Watts, IV | Mgmt | For | For | For |
| 1h | Elect Director Timothy T. Yates | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Vistance Networks, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Wienerberger AG

**Meeting Date:** 05/07/2026 **Country:** Austria **Ticker:** WIE

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** A95384110

**Shares Voted:** 506

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.95 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Ratify PwC Wirtschaftspruefung GmbH as Auditors and as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6a | Reelect Peter Steiner as Supervisory Board Member | Mgmt | For | For | For |
| 6b | Reelect Thomas Birtel as Supervisory Board Member | Mgmt | For | For | For |
| 6c | Reelect Marc Grynberg as Supervisory Board Member | Mgmt | For | For | For |
| 7 | Approve Remuneration Report | Mgmt | For | For | For |
| 8 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 9 | Authorize Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 10 | Approve Creation of EUR 21.9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |

## WSP Global Inc.

**Meeting Date:** 05/07/2026 **Country:** Canada **Ticker:** WSP
**Record Date:** 03/20/2026 **Meeting Type:** Annual
**Primary Security ID:** 92938W202

**Shares Voted:** 3,560

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Christopher Cole | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Christopher (Chris) Cole, Martine Ferland and Linda Smith-Galipeau for lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Martine Ferland | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Christopher (Chris) Cole, Martine Ferland and Linda Smith-Galipeau for lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Eric Lamarre | Mgmt | For | For | For |
| 1.4 | Elect Director Alexandre L'Heureux | Mgmt | For | For | For |
| 1.5 | Elect Director Suzanne Rancourt | Mgmt | For | For | For |
| 1.6 | Elect Director Linda Smith-Galipeau | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Christopher (Chris) Cole, Martine Ferland and Linda Smith-Galipeau for lack of diversity on the board.* | | | | |
| 1.7 | Elect Director Pascale Sourisse | Mgmt | For | For | For |
| 1.8 | Elect Director Macky Tall | Mgmt | For | For | For |
| 1.9 | Elect Director Claude Tessier | Mgmt | For | For | For |
| 2 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## AAK AB

**Meeting Date:** 05/08/2026 **Country:** Sweden **Ticker:** AAK
**Record Date:** 04/29/2026 **Meeting Type:** Annual
**Primary Security ID:** W9609S117

**Shares Voted:** 833

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |

# AAK AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive President's Report | Mgmt | | | |
| 8 | Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Guidelines for Remuneration of Senior Executives | Mgmt | | | |
| 9a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9b1 | Approve Allocation of Income and Dividends of SEK 5.50 Per Share | Mgmt | For | For | For |
| 9b2 | Approve Extraordinary Dividend of SEK 3.85 Per Share | Mgmt | For | For | For |
| 9c1 | Approve Discharge of Patrik Andersson | Mgmt | For | For | For |
| 9c2 | Approve Discharge of Marta Schorling Andreen | Mgmt | For | For | For |
| 9c3 | Approve Discharge of Nils-Johan Andersson | Mgmt | For | For | For |
| 9c4 | Approve Discharge of Fabienne Saadane-Oaks | Mgmt | For | For | For |
| 9c5 | Approve Discharge of Ian Roberts | Mgmt | For | For | For |
| 9c6 | Approve Discharge of David Alfredsson | Mgmt | For | For | For |
| 9c7 | Approve Discharge of Lena Nilsson | Mgmt | For | For | For |
| 9c8 | Approve Discharge of Mikael Myhre | Mgmt | For | For | For |
| 9c9 | Approve Discharge of Annica Edvardsson | Mgmt | For | For | For |
| 9c10 | Approve Discharge of CEO Johan Westman | Mgmt | For | For | For |
| 9c11 | Approve Discharge of Andreas Thoresson | Mgmt | For | For | For |
| 10 | Determine Number of Members (5) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 11.1 | Approve Remuneration of Directors in the Amount of SEK 1.3 Million for Chair and SEK 525,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |

# AAK AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 12.1 | Reelect Marta Schorling Andreen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominees Marta Schorling Andreen and Nils-Johan Andersson (Items 12.1 and 12.3) is warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Nils-Johan Andersson is a non-independent chair of the audit committee.* | | | | |
| 12.2 | Reelect Patrik Andersson as Director | Mgmt | For | For | For |
| 12.3 | Reelect Nils-Johan Andersson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominees Marta Schorling Andreen and Nils-Johan Andersson (Items 12.1 and 12.3) is warranted due to their status as non-independent members of the audit committee combined with insufficient overall independence of said committee. Additionally, Nils-Johan Andersson is a non-independent chair of the audit committee.* | | | | |
| 12.4 | Reelect Fabienne Saadane-Oaks as Director | Mgmt | For | For | For |
| 12.5 | Reelect Ian Roberts as Director | Mgmt | For | For | For |
| 12.6 | Elect Patrik Andersson as Board Chair | Mgmt | For | For | For |
| 12.7 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 13 | Reelect Marta Schorling Andreen (Chair), Daniel Kristiansson, Elisabet Jamal Bergstrom and Carl Mattiasson as Members of Nominating Committee | Mgmt | For | For | For |
| 14 | Approve Remuneration Report | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 16 | Approve Warrants Program 2026/2031 for Key Employees | Mgmt | For | For | For |
| 17 | Approve Incentive Program 2026/2029 for Key Employees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the plan is not sufficiently long-term in nature in terms of performance period and the payout of the plan.* | | | | |
| 18 | Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights | Mgmt | For | For | For |
| 19 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 20 | Close Meeting | Mgmt | | | |

## AbbVie Inc.

**Meeting Date:** 05/08/2026 **Country:** USA **Ticker:** ABBV
**Record Date:** 03/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 00287Y109

**Shares Voted:** 21,836

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jennifer L. Davis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Melody B. Meyer | Mgmt | For | For | For |
| 1c | Elect Director Robert A. Michael | Mgmt | For | For | For |
| 1d | Elect Director Frederick H. Waddell | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Eliminate Supermajority Vote Requirement | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Capital One Financial Corporation

**Meeting Date:** 05/08/2026 **Country:** USA **Ticker:** COF
**Record Date:** 03/11/2026 **Meeting Type:** Annual
**Primary Security ID:** 14040H105

**Shares Voted:** 7,933

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Richard D. Fairbank | Mgmt | For | For | For |
| 1b | Elect Director Ime Archibong | Mgmt | For | For | For |
| 1c | Elect Director Christine Detrick | Mgmt | For | For | For |
| 1d | Elect Director Suni P. Harford | Mgmt | For | For | For |
| 1e | Elect Director Peter Thomas Killalea | Mgmt | For | For | For |
| 1f | Elect Director Cornelis Petrus Adrianus Joseph ("Eli") Leenaars | Mgmt | For | For | For |

## Capital One Financial Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director François Locoh-Donou | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Peter E. Raskind | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Eileen Serra | Mgmt | For | For | For |
| 1j | Elect Director Mayo A. Shattuck, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director J. Michael Shepherd | Mgmt | For | For | For |
| 1l | Elect Director Craig Anthony Williams | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1m | Elect Director Jennifer L. Wong | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | Against | Against |

## Coca-Cola HBC AG

**Meeting Date:** 05/08/2026 **Country:** Switzerland **Ticker:** CCH

**Record Date:** 04/29/2026 **Meeting Type:** Annual

**Primary Security ID:** H1512E100

**Shares Voted:** 980

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Non-Financial Report Under Swiss Statutory Law | Mgmt | For | For | For |
| 3.1 | Approve Allocation of Income | Mgmt | For | For | For |
| 3.2 | Approve Dividend from Reserves | Mgmt | For | For | For |

# Coca-Cola HBC AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve Discharge of Board and Executive Leadership Team | Mgmt | For | For | For |
| 5.1.a | Re-elect Anastassis David as Director and as Board Chairman | Mgmt | For | For | For |
| 5.1.b | Re-elect Zulikat Abiola as Director | Mgmt | For | For | For |
| 5.1.c | Re-elect Elizabeth Bastoni as Director and as Member of the Remuneration Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Elizabeth Bastoni and Pantelis (Linos) Lekkas is warranted for lack of diversity on the board.* | | | | |
| 5.1.d | Re-elect Zoran Bogdanovic as Director | Mgmt | For | For | For |
| 5.1.e | Re-elect Pantelis Lekkas as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Elizabeth Bastoni and Pantelis (Linos) Lekkas is warranted for lack of diversity on the board.* | | | | |
| 5.1.f | Re-elect Anastasios Leventis as Director | Mgmt | For | For | For |
| 5.1.g | Re-elect Christodoulos Leventis as Director | Mgmt | For | For | For |
| 5.1.h | Re-elect George Leventis as Director | Mgmt | For | For | For |
| 5.1.i | Re-elect Stavros Pantzaris as Director | Mgmt | For | For | For |
| 5.1.j | Re-elect Evguenia Stoitchkova as Director | Mgmt | For | For | For |
| 5.1.k | Re-elect Glykeria Tsernou as Director and as Member of the Remuneration Committee | Mgmt | For | For | For |
| 5.2.1 | Elect Bruno Pietracci as Director | Mgmt | For | For | For |
| 5.2.2 | Elect Lara Boro as Director and as Member of the Remuneration Committee | Mgmt | For | For | For |
| 6 | Designate Kellerhals Carrard as Independent Proxy | Mgmt | For | For | For |
| 7.1 | Reappoint PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |
| 7.2 | Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes | Mgmt | For | For | For |
| 8 | Approve UK Remuneration Report | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy | Mgmt | For | For | For |

## Coca-Cola HBC AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Approve Swiss Remuneration Report | Mgmt | For | For | For |
| 11.1 | Approve Maximum Aggregate Amount of Remuneration for Directors | Mgmt | For | For | For |
| 11.2 | Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team | Mgmt | For | For | For |
| 12 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 13 | Transact Other Business | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the Board; and The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Colgate-Palmolive Company

**Meeting Date:** 05/08/2026 **Country:** USA **Ticker:** CL

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 194162103

**Shares Voted:** 2,302

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director John P. Bilbrey | Mgmt | For | For | For |
| 1b | Elect Director Christopher S. Boerner | Mgmt | For | For | For |
| 1c | Elect Director John T. Cahill | Mgmt | For | For | For |
| 1d | Elect Director Lisa M. Edwards | Mgmt | For | For | For |
| 1e | Elect Director C. Martin Harris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, C. Martin Harris, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 1f | Elect Director Martina Hund-Mejean | Mgmt | For | For | For |
| 1g | Elect Director Kimberly A. Nelson | Mgmt | For | For | For |
| 1h | Elect Director Brian O. Newman | Mgmt | For | For | For |
| 1i | Elect Director Lorrie M. Norrington | Mgmt | For | For | For |
| 1j | Elect Director Noel Wallace | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Colgate-Palmolive Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Adopt a Policy to Remove DEI-Correlated Characteristics from Board Candidate Considerations | SH | Against | Against | Against |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Hemnet Group AB

**Meeting Date:** 05/08/2026 **Country:** Sweden **Ticker:** HEM

**Record Date:** 04/29/2026 **Meeting Type:** Annual

**Primary Security ID:** W3995N162

**Shares Voted:** 633

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting; Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 3 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 4.1 | Designate Jonas Bergh as Inspector of Minutes of Meeting | Mgmt | For | For | For |
| 4.2 | Designate Andreas Haug as Inspector of Minutes of Meeting | Mgmt | For | For | For |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Receive President and CEO's Report | Mgmt | | | |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9 | Approve Remuneration Report | Mgmt | For | For | For |
| 10 | Approve Allocation of Income and Dividends of SEK 1.90 Per Share | Mgmt | For | For | For |
| 11A | Approve Discharge of Anders Nilsson | Mgmt | For | For | For |
| 11B | Approve Discharge of Anders Edmark | Mgmt | For | For | For |

# Hemnet Group AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11C | Approve Discharge of Tracey Fellows | Mgmt | For | For | For |
| 11D | Approve Discharge of Hakan Hellstrom | Mgmt | For | For | For |
| 11E | Approve Discharge of Rasmus Jarborg | Mgmt | For | For | For |
| 11F | Approve Discharge of Nick McKittrick | Mgmt | For | For | For |
| 11G | Approve Discharge of Sandra Gadd | Mgmt | For | For | For |
| 11H | Approve Discharge of Maria Hedengren | Mgmt | For | For | For |
| 11I | Approve Discharge of Maria Redin | Mgmt | For | For | For |
| 11J | Approve Discharge of CEO Jonas Gustafsson | Mgmt | For | For | For |
| 11K | Approve Discharge of CEO Cecilia Beck-Friis | Mgmt | For | For | For |
| 12A | Determine Number of Members (8) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 12B | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 13A | Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chair and SEK 500,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 13B | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 14A | Reelect Anders Nilsson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 14B | Reelect Anders Edmark as Director | Mgmt | For | For | For |
| 14C | Reelect Tracey Fellows as Director | Mgmt | For | For | For |
| 14D | Reelect Sandra Gadd as Director | Mgmt | For | For | For |
| 14E | Reelect Maria Hedengren as Director | Mgmt | For | For | For |
| 14F | Reelect Hakan Hellstrom as Director | Mgmt | For | For | For |
| 14G | Reelect Nick McKittrick as Director | Mgmt | For | For | For |
| 14H | Elect Fredrik Stromsten as New Director | Mgmt | For | For | For |

## Hemnet Group AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Reelect Anders Nilsson as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Anders Nilsson is warranted for lack of diversity on the board.* | | | | |
| 16 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 17 | Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights | Mgmt | For | For | For |
| 18 | Approve SEK 2.4 Million Reduction in Share Capital via Share Cancellation for Transfer to Unrestricted Equity; Approve Capitalization of Reserves of SEK 2.4 Million for a Bonus Issue | Mgmt | For | For | For |
| 19 | Approve Performance Share Program 2026/2029; Approve Equity Plan Financing | Mgmt | For | For | For |
| 20 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 21 | Close Meeting | Mgmt | | | |

## HSBC Holdings Plc

**Meeting Date:** 05/08/2026 **Country:** United Kingdom **Ticker:** HSBA
**Record Date:** 05/07/2026 **Meeting Type:** Annual
**Primary Security ID:** G4634U169

**Shares Voted:** 293,820

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3a | Elect Wei Sun Christianson as Director | Mgmt | For | For | For |
| 3b | Re-elect Geraldine Buckingham as Director | Mgmt | For | For | For |
| 3c | Re-elect Rachel Duan as Director | Mgmt | For | For | For |
| 3d | Re-elect Georges Elhedery as Director | Mgmt | For | For | For |
| 3e | Re-elect Dame Carolyn Fairbairn as Director | Mgmt | For | For | For |

# HSBC Holdings Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3f | Re-elect James Forese as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent board chair, Brendan Nelson (Item 3l), and the incumbent chair of the Group Risk Committee, James Forese (Item 3f), is warranted in light of concerns raised by the Vote No campaign regarding the company's modifications to its climate commitments.* | | | | |
| 3g | Re-elect Steven Guggenheimer as Director | Mgmt | For | For | For |
| 3h | Re-elect Manveen Kaur as Director | Mgmt | For | For | For |
| 3i | Re-elect Jose Antonio Meade Kuribrena as Director | Mgmt | For | For | For |
| 3j | Re-elect Kalpana Morparia as Director | Mgmt | For | For | For |
| 3k | Re-elect Eileen Murray as Director | Mgmt | For | For | For |
| 3l | Re-elect Brendan Nelson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent board chair, Brendan Nelson (Item 3l), and the incumbent chair of the Group Risk Committee, James Forese (Item 3f), is warranted in light of concerns raised by the Vote No campaign regarding the company's modifications to its climate commitments. It is also highlighted, for shareholder awareness, that Brendan Nelson serves as both board chair and audit committee chair. This is not in line with key recommendations of the UK Corporate Governance Code that the board chair should not be a member of this committee.* | | | | |
| 3m | Re-elect Swee Lian Teo as Director | Mgmt | For | For | For |
| 4 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 5 | Authorise the Group Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 6 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 7 | Authorise Issue of Equity | Mgmt | For | For | For |
| 8 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 9 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 10 | Authorise Directors to Allot Any Repurchased Shares | Mgmt | For | For | For |
| 11 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 12 | Approve Share Repurchase Contract | Mgmt | For | For | For |
| 13 | Authorise Issue of Equity in Relation to Contingent Convertible Securities | Mgmt | For | For | For |

## HSBC Holdings Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities | Mgmt | For | For | For |
| 15 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| | Shareholder Proposals | Mgmt | | | |
| 16 | To Instruct the HSBC Board of Directors to Ensure that the Occupational Pensions of Former Employees of Midland Bank plc, and their Dependants, are Administered in a Manner Consistent with the Company's Stated ESG and Equality Commitments | SH | Against | Against | Against |
| 17 | To Instruct the HSBC Board of Directors Establish and Publish an Annual Independent Review of the Practice Known as State Deduction | SH | Against | Against | Against |

## IGM Financial Inc.

**Meeting Date:** 05/08/2026 **Country:** Canada **Ticker:** IGM
**Record Date:** 03/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 449586106

**Shares Voted:** 10,411

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Marc A. Bibeau | Mgmt | For | For | For |
| 1.2 | Elect Director Andra Bolotin | Mgmt | For | For | For |
| 1.3 | Elect Director Betsey Chung | Mgmt | For | For | For |
| 1.4 | Elect Director Marcel R. Coutu | Mgmt | For | For | For |
| 1.5 | Elect Director André Desmarais | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert Jeffrey Orr, Andre Desmarais, Paul Desmarais Jr., Gary Doer, Susan McArthur and Elizabeth (Beth) Wilson for lack of diversity on the board.* | | | | |
| 1.6 | Elect Director Paul Desmarais, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert Jeffrey Orr, Andre Desmarais, Paul Desmarais Jr., Gary Doer, Susan McArthur and Elizabeth (Beth) Wilson for lack of diversity on the board.* | | | | |
| 1.7 | Elect Director Gary Doer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert Jeffrey Orr, Andre Desmarais, Paul Desmarais Jr., Gary Doer, Susan McArthur and Elizabeth (Beth) Wilson for lack of diversity on the board.* | | | | |
| 1.8 | Elect Director Claude Généreux | Mgmt | For | For | For |

## IGM Financial Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.9 | Elect Director Sharon Hodgson | Mgmt | For | For | For |
| 1.10 | Elect Director Jake Lawrence | Mgmt | For | For | For |
| 1.11 | Elect Director Sharon MacLeod | Mgmt | For | For | For |
| 1.12 | Elect Director Susan J. McArthur | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert Jeffrey Orr, Andre Desmarais, Paul Desmarais Jr., Gary Doer, Susan McArthur and Elizabeth (Beth) Wilson for lack of diversity on the board.* | | | | |
| 1.13 | Elect Director Damon Murchison | Mgmt | For | For | For |
| 1.14 | Elect Director R. Jeffrey Orr | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert Jeffrey Orr, Andre Desmarais, Paul Desmarais Jr., Gary Doer, Susan McArthur and Elizabeth (Beth) Wilson for lack of diversity on the board.* | | | | |
| 1.15 | Elect Director James O'Sullivan | Mgmt | For | For | For |
| 1.16 | Elect Director Beth Wilson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Robert Jeffrey Orr, Andre Desmarais, Paul Desmarais Jr., Gary Doer, Susan McArthur and Elizabeth (Beth) Wilson for lack of diversity on the board.* | | | | |
| 2 | Ratify Deloitte LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Illinois Tool Works Inc.

**Meeting Date:** 05/08/2026 **Country:** USA **Ticker:** ITW

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 452308109

**Shares Voted:** 4,327

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Daniel J. Brutto | Mgmt | For | For | For |
| 1b | Elect Director Susan Crown | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Darrell L. Ford | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Kelly J. Grier | Mgmt | For | For | For |
| 1e | Elect Director James W. Griffith | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Jay L. Henderson | Mgmt | For | For | For |
| 1g | Elect Director Jaime Irick | Mgmt | For | For | For |

## Illinois Tool Works Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Richard H. Lenny | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Christopher A. O'Herlihy | Mgmt | For | For | For |
| 1j | Elect Director E. Scott Santi | Mgmt | For | For | For |
| 1k | Elect Director Jennifer F. Scanlon | Mgmt | For | For | For |
| 1l | Elect Director David B. Smith, Jr. | Mgmt | For | For | For |
| 1m | Elect Director Pamela B. Strobel | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Adopt Policy on Improved Majority Voting for Election of Directors | SH | Against | Against | Against |

## Lonza Group AG

**Meeting Date:** 05/08/2026 **Country:** Switzerland **Ticker:** LONN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H50524133

**Shares Voted:** 92

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5 | Approve Allocation of Income and Dividends of CHF 5.00 per Share | Mgmt | For | For | For |
| 6.1.1 | Reelect Jean-Marc Huet as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Jean-Marc Huet, Juan Andres, and Marion Helmes is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

# Lonza Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.1.2 | Reelect Juan Andres as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Jean-Marc Huet, Juan Andres, and Marion Helmes is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 6.1.3 | Reelect Eric Drape as Director | Mgmt | For | For | For |
| 6.1.4 | Reelect Marion Helmes as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Jean-Marc Huet, Juan Andres, and Marion Helmes is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 6.1.5 | Reelect Angelica Kohlmann as Director | Mgmt | For | For | For |
| 6.1.6 | Reelect Christoph Maeder as Director | Mgmt | For | For | For |
| 6.1.7 | Reelect David Meline as Director | Mgmt | For | For | For |
| 6.2.1 | Elect Sami Atiya as Director | Mgmt | For | For | For |
| 6.2.2 | Elect Stephen Fry as Director | Mgmt | For | For | For |
| 6.2.3 | Elect Claudia Suessmuth-Dyckerhoff as Director | Mgmt | For | For | For |
| 6.3.1 | Reappoint Eric Drape as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.3.2 | Reappoint Angelica Kohlmann as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.3.3 | Reappoint Christoph Maeder as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.3.4 | Reappoint David Meline as Member of the Compensation Committee | Mgmt | For | For | For |
| 6.3.5 | Appoint Claudia Suessmuth-Dyckerhoff as Member of the Compensation Committee | Mgmt | For | For | For |
| 7 | Ratify Deloitte AG as Auditors for Fiscal Year 2027 | Mgmt | For | For | For |
| 8 | Designate Lenz Caemmerer as Independent Proxy | Mgmt | For | For | For |
| 9 | Approve Remuneration of Directors in the Amount of CHF 4.3 Million | Mgmt | For | For | For |
| 10.1 | Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 5.9 Million | Mgmt | For | For | For |
| 10.2 | Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 26.1 Million | Mgmt | For | For | For |

## Lonza Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Lundin Gold Inc.

**Meeting Date:** 05/08/2026 **Country:** Canada **Ticker:** LUG
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 550371108

**Shares Voted:** 1,158

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Jamie Beck | Mgmt | For | For | For |
| 1.2 | Elect Director Carmel Daniele | Mgmt | For | For | For |
| 1.3 | Elect Director Gillian Davidson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Charles Ashley Heppenstall, Gillian Davidson and Ian Gibbs for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.4 | Elect Director Ian Gibbs | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Charles Ashley Heppenstall, Gillian Davidson and Ian Gibbs for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.5 | Elect Director Melissa Harmon | Mgmt | For | For | For |
| 1.6 | Elect Director Ashley Heppenstall | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST for incumbent nominating committee members Charles Ashley Heppenstall, Gillian Davidson and Ian Gibbs for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.7 | Elect Director Scott Langley | Mgmt | For | For | For |
| 1.8 | Elect Director Jack Lundin | Mgmt | For | For | For |
| 1.9 | Elect Director Erin Workman | Mgmt | For | For | For |
| 2 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Masco Corporation

**Meeting Date:** 05/08/2026 **Country:** USA **Ticker:** MAS
**Record Date:** 03/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 574599106

## Masco Corporation

**Shares Voted:** 825

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Gary A. Coombe | Mgmt | For | For | For |
| 1b | Elect Director Aine L. Denari | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Christopher A. O'Herlihy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Charles K. Stevens, III | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Mgmt | For | For | For |
| 5 | Amend Advance Notice Provisions | Mgmt | For | For | For |
| 6 | Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold | Mgmt | For | For | For |
| 7 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call a special meeting at 10 percent ownership threshold would enhance shareholder rights.* | | | | |

## Rightmove Plc

**Meeting Date:** 05/08/2026 **Country:** United Kingdom **Ticker:** RMV

**Record Date:** 05/06/2026 **Meeting Type:** Annual

**Primary Security ID:** G7565D106

**Shares Voted:** 6,749

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |

## Rightmove Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 6 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 7 | Elect Amanda James as Director | Mgmt | For | For | For |
| 8 | Re-elect Andrew Fisher as Director | Mgmt | For | For | For |
| 9 | Re-elect Johan Svanstrom as Director | Mgmt | For | For | For |
| 10 | Re-elect Ruaridh Hook as Director | Mgmt | For | For | For |
| 11 | Re-elect Jacqueline de Rojas as Director | Mgmt | For | For | For |
| 12 | Re-elect Kriti Sharma as Director | Mgmt | For | For | For |
| 13 | Re-elect Amit Tiwari as Director | Mgmt | For | For | For |
| 14 | Re-elect Lorna Tilbian as Director | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Techtronic Industries Company Limited

**Meeting Date:** 05/08/2026 **Country:** Hong Kong **Ticker:** 669

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** Y8563B159

**Shares Voted:** 37,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |

## Techtronic Industries Company Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3a | Elect Horst Julius Pudwill as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Horst Julius Pudwill, Johannes-Gerhard Hesse (Hans-Gerd Hesse), and Virginia Davis (Ginny) Wilmerding is warranted for lack of diversity on the board.* | | | | |
| 3b | Elect Peter David Sullivan as Director | Mgmt | For | For | For |
| 3c | Elect Johannes-Gerhard Hesse as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Horst Julius Pudwill, Johannes-Gerhard Hesse (Hans-Gerd Hesse), and Virginia Davis (Ginny) Wilmerding is warranted for lack of diversity on the board.* | | | | |
| 3d | Elect Virginia Davis Wilmerding as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Horst Julius Pudwill, Johannes-Gerhard Hesse (Hans-Gerd Hesse), and Virginia Davis (Ginny) Wilmerding is warranted for lack of diversity on the board.* | | | | |
| 3e | Elect Andrew Philip Roberts as Director | Mgmt | For | For | For |
| 3f | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 4 | Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding the audit firm's conduct.* | | | | |
| 5 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | For | For |
| 6 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 7 | Amend Articles of Association | Mgmt | For | For | For |

## Teradyne, Inc.

**Meeting Date:** 05/08/2026 **Country:** USA **Ticker:** TER

**Record Date:** 03/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 880770102

**Shares Voted:** 1,471

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Andrew "Drew" C. Henry | Mgmt | For | For | For |
| 1b | Elect Director Peter Herweck | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Mercedes Johnson | Mgmt | For | For | For |

## Teradyne, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Ernest E. Maddock | Mgmt | For | For | For |
| 1e | Elect Director Marilyn Matz | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Necip Sayiner | Mgmt | For | For | For |
| 1g | Elect Director Gregory S. Smith | Mgmt | For | For | For |
| 1h | Elect Director Paul J. Tufano | Mgmt | For | For | For |
| 1i | Elect Director Bridget van Kralingen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.56 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

## The Progressive Corporation

**Meeting Date:** 05/08/2026 **Country:** USA **Ticker:** PGR

**Record Date:** 03/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 743315103

**Shares Voted:** 5,030

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Philip Bleser | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Stuart B. Burgdoerfer | Mgmt | For | For | For |
| 1c | Elect Director Pamela J. Craig | Mgmt | For | For | For |
| 1d | Elect Director Charles A. Davis | Mgmt | For | For | For |
| 1e | Elect Director Roger N. Farah | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Lawton W. Fitt | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Susan Patricia Griffith | Mgmt | For | For | For |

## The Progressive Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Devin C. Johnson | Mgmt | For | For | For |
| 1i | Elect Director Jeffrey D. Kelly | Mgmt | For | For | For |
| 1j | Elect Director Barbara R. Snyder | Mgmt | For | For | For |
| 1k | Elect Director Kahina Van Dyke | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## United Rentals, Inc.

**Meeting Date:** 05/08/2026 **Country:** USA **Ticker:** URI

**Record Date:** 03/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 911363109

**Shares Voted:** 1,347

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Julie M. Heuer Brandt | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Marc A. Bruno | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Larry D. De Shon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Matthew J. Flannery | Mgmt | For | For | For |
| 1e | Elect Director Kim Harris Jones | Mgmt | For | For | For |
| 1f | Elect Director Terri L. Kelly | Mgmt | For | For | For |
| 1g | Elect Director Michael J. Kneeland | Mgmt | For | For | For |
| 1h | Elect Director Francisco J. Lopez-Balboa | Mgmt | For | For | For |
| 1i | Elect Director Gracia C. Martore | Mgmt | For | For | For |
| 1j | Elect Director Shiv Singh | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Alexander R. Taussig | Mgmt | For | For | For |

## United Rentals, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy | SH | Against | Against | Against |

## VGP SA

**Meeting Date:** 05/08/2026 **Country:** Belgium **Ticker:** VGP

**Record Date:** 04/24/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** B9738D109

**Shares Voted:** 100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual/Special and Extraordinary Shareholders' Meeting | Mgmt | | | |
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' and Auditors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 3 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.40 per Share | Mgmt | For | For | For |
| 4 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because we raise some concerns because the ex-post performance assessment of non-financial metrics is not provided and the company does not provide performance targets which does not allow shareholders to assess the stringency of the pay for performance. Furthermore, the company does not provide the performance achievement and assessment for the LTIP. Additionally, the company has not responded to significant minority shareholder dissent.* | | | | |
| 5 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to the lack of disclosure regarding both targets and maximums opportunity of the short-term and long-term plans. Furthermore, the company does not disclose the performance criteria that will be applied to the long-term incentive plan. Finally, the policy allows for discretionary awards without any caps.* | | | | |
| 6 | Approve Discharge of Directors | Mgmt | For | For | For |
| 7 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 8 | Authorize Implementation of Approved Resolutions | Mgmt | For | For | For |
| | Special Meeting Agenda | Mgmt | | | |

## VGP SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Acknowledge Approval Request on Change of Control Clauses Included in and/or Relating to the Green Bonds Issued by the Company on 16 January 2026 | Mgmt | | | |
| 1.2 | Approve Change-of-Control Clauses Re: Various Agreements | Mgmt | For | For | For |
| 2.1 | Authorize Implementation of Approved Resolutions | Mgmt | For | For | For |
| 2.2 | Authorize Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |
| | Extraordinary Shareholders' Meeting Agenda | Mgmt | | | |
| 1.1 | Receive Special Board Report in Accordance with Article 7:199 BCCA | Mgmt | | | |
| 1.2 | Renew Authorization to Increase Share Capital within the Framework of Authorized Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the potential increase without preemptive rights of 100 percent of the issued capital is excessive and not in the interest of shareholders.* | | | | |
| 2.1 | Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the authorization could be used to thwart a hostile takeover by repurchasing and reissuing shares.* | | | | |
| 2.2 | Authorize Repurchase of Up to 20 Percent of Issued Share Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This proposal is not in line with commonly used safeguards; * The authorization would allow VGP to repurchase 20.00 percent of the outstanding share capital.* | | | | |
| 2.3 | Amend Article 40 of the Articles of Association to Reflect Changes in Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed article amendment relates to the share repurchase authorizations of items 2.1-2.2 of the EGM, which do not warrant support.* | | | | |

## Vulcan Materials Company

**Meeting Date:** 05/08/2026 **Country:** USA **Ticker:** VMC

**Record Date:** 03/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 929160109

## Vulcan Materials Company

**Shares Voted:** 1,520

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Melissa H. Anderson | Mgmt | For | For | For |
| 1b | Elect Director O. B. Grayson Hall, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director James T. Prokopanko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Ronnie A. Pruitt | Mgmt | For | For | For |
| 1e | Elect Director George A. Willis | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Wheaton Precious Metals Corp.

**Meeting Date:** 05/08/2026 **Country:** Canada **Ticker:** WPM

**Record Date:** 03/13/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** 962879102

**Shares Voted:** 3,606

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director George L. Brack | Mgmt | For | For | For |
| 1b | Elect Director Jaimie Donovan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHOLD for nominating committee members Jeanne Hull, Charles (Chuck) Jeannes, Chantal Gosselin, and Jaimie Donovan due to a lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 1c | Elect Director Chantal Gosselin | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHOLD for nominating committee members Jeanne Hull, Charles (Chuck) Jeannes, Chantal Gosselin, and Jaimie Donovan due to a lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 1d | Elect Director Haytham Hodaly | Mgmt | For | For | For |
| 1e | Elect Director Jeane Hull | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHOLD for nominating committee members Jeanne Hull, Charles (Chuck) Jeannes, Chantal Gosselin, and Jaimie Donovan due to a lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 1f | Elect Director Glenn Ives | Mgmt | For | For | For |

## Wheaton Precious Metals Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director Charles A. Jeannes | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHOLD for nominating committee members Jeanne Hull, Charles (Chuck) Jeannes, Chantal Gosselin, and Jaimie Donovan due to a lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 1h | Elect Director Marilyn Schonberner | Mgmt | For | For | For |
| 1i | Elect Director Randy V. J. Smallwood | Mgmt | For | For | For |
| 1j | Elect Director Srinivasan Venkatakrishnan | Mgmt | For | For | For |
| 2 | Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## WPP Plc

**Meeting Date:** 05/08/2026 **Country:** Jersey **Ticker:** WPP

**Record Date:** 05/06/2026 **Meeting Type:** Annual

**Primary Security ID:** G9788D103

**Shares Voted:** 5,297

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Compensation Committee Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: The new CEO's remuneration package, including the proposed increase to her maximum LTI opportunity, is considered out of proportion to the Company's market positioning and its financial performance. Further, notwithstanding her pay package at her previous employer Microsoft (details of which are not publicly available), there is no sufficient justification for setting her pay package at a premium to her predecessor at this time.* | | | | |
| 4 | Approve Directors' Compensation Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The Company is proposing to introduce restricted shares of 100% of salary, alongside the existing performance shares of 400% of salary, utilising a 'hybrid' LTI scheme. This revised framework and consequent increase are not deemed well-substantiated. While the Company's rationale based on its US business exposure and pay compression has merit, its arguments are currently undermined by the Company's overall business performance and shareholder experience at present.* | | | | |
| 5 | Re-elect Angela Ahrendts as Director | Mgmt | For | For | For |
| 6 | Re-elect Simon Dingemans as Director | Mgmt | For | For | For |
| 7 | Re-elect Sandrine Dufour as Director | Mgmt | For | For | For |

## WPP Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Re-elect Tom Ilube as Director | Mgmt | For | For | For |
| 9 | Re-elect Philip Jansen as Director | Mgmt | For | For | For |
| 10 | Re-elect Cindy Rose as Director | Mgmt | For | For | For |
| 11 | Re-elect Keith Weed as Director | Mgmt | For | For | For |
| 12 | Re-elect Jasmine Whitbread as Director | Mgmt | For | For | For |
| 13 | Re-elect Joanne Wilson as Director | Mgmt | For | For | For |
| 14 | Re-elect Ya-Qin Zhang as Director | Mgmt | For | For | For |
| 15 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |

## Diodes Incorporated

**Meeting Date:** 05/11/2026 **Country:** USA **Ticker:** DIOD
**Record Date:** 03/12/2026 **Meeting Type:** Annual
**Primary Security ID:** 254543101

**Shares Voted:** 280

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Elizabeth Bull | Mgmt | For | For | For |
| 1.2 | Elect Director Angie Chen Button | Mgmt | For | For | For |
| 1.3 | Elect Director Warren Chen | Mgmt | For | For | For |
| 1.4 | Elect Director Keh-Shew Lu | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Keh-Shew Lu for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences.* | | | | |
| 1.5 | Elect Director Philip J. Ritter | Mgmt | For | For | For |

## Diodes Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director Huey-Jen (Jenny) Su | Mgmt | For | For | For |
| 1.7 | Elect Director Gary Yu | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Fagron NV

**Meeting Date:** 05/11/2026 **Country:** Belgium **Ticker:** FAGR

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** B3921R108

**Shares Voted:** 500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' and Auditors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.40 per Share | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 5.1 | Approve Discharge of AHOK BV, Represented by Koen Hoffman, as Independent Director | Mgmt | For | For | For |
| 5.2 | Approve Discharge of Rafael Padilla as Director | Mgmt | For | For | For |
| 5.3 | Approve Discharge of Karin de Jong as Director | Mgmt | For | For | For |
| 5.4 | Approve Discharge of Ira Bindra as Independent Director | Mgmt | For | For | For |
| 5.5 | Approve Discharge of Ann Desender BV, Represented by Ann Desender, as Independent Director | Mgmt | For | For | For |
| 5.6 | Approve Discharge of Rob ten Hoedt as Independent Director | Mgmt | For | For | For |
| 5.7 | Approve Discharge of Philipp Klecka as Director | Mgmt | For | For | For |

## Fagron NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.8 | Approve Discharge of Neeraj Sharma as Independent Director | Mgmt | For | For | For |
| 5.9 | Approve Discharge of Klaus Rohrig as Director | Mgmt | For | For | For |
| 5.10 | Approve Discharge of Els Vandecandelaere LLC, Represented by Els Vandecandelaere, as Independent Director | Mgmt | For | For | For |
| 6 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 7 | Approve Revised Remuneration Policy | Mgmt | For | For | For |
| 8 | Subject to Approval of Item 7: Approve Remuneration of Non-Executive Directors | Mgmt | For | For | For |
| 9 | Acknowledge Resignation of Els Vandecandelaere LLC, Permanently Represented by Els Vandecandelaere, as Independent Director, and Approve Co-optation of Ira Bindra as Independent Director | Mgmt | For | For | For |
| 10 | Acknowledge Resignation of Klaus Rohrig as Director, and Approve Co-optation of Philipp Klecka as Director | Mgmt | For | For | For |
| 11.1 | Reelect Neeraj Sharma as Independent Director | Mgmt | For | For | For |
| 11.2 | Reelect Ira Bindra as Independent Director | Mgmt | For | For | For |
| 11.3 | Reelect Rafael Padilla as Director | Mgmt | For | For | For |
| 11.4 | Reelect Cornelia (Karin) de Jong as Director | Mgmt | For | For | For |
| 12.1 | Approve Change-of-Control Clause Re: Master Shelf Facility Subscription Agreement | Mgmt | For | For | For |
| 12.2 | Approve Change-of-Control Clause Re: Book-Entry Commercial Papers | Mgmt | For | For | For |
| 13 | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |

## Fagron NV

**Meeting Date:** 05/11/2026
**Country:** Belgium
**Ticker:** FAGR
**Record Date:** 04/27/2026
**Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** B3921R108

## Fagron NV

**Shares Voted:** 500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Shareholders' Meeting Agenda | Mgmt | | | |
| 1 | Receive Special Board Report in Application of Article 7:199 of the Belgian Code of Companies and Associations | Mgmt | | | |
| 2 | Renew Authorization to Increase Share Capital within the Framework of Authorized Capital | Mgmt | For | For | For |
| 3 | Amend Article 18 of the Articles of Association Re: Written Decision-Making by the Board of Directors | Mgmt | For | For | For |
| 4 | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |

## MKS Inc.

**Meeting Date:** 05/11/2026 **Country:** USA **Ticker:** MKSI

**Record Date:** 03/03/2026 **Meeting Type:** Annual

**Primary Security ID:** 55306N104

**Shares Voted:** 317

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Peter J. Cannone, III | Mgmt | For | For | For |
| 1.2 | Elect Director Joseph B. Donahue | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Wissam G. Jabre | Mgmt | For | For | For |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 31.03 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

## MKS Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 25% | Mgmt | For | For | For |
| 6 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this proposal is warranted as reducing the ownership threshold required to call a special meeting would be beneficial for shareholders.*

## Thule Group AB

**Meeting Date:** 05/11/2026 **Country:** Sweden **Ticker:** THULE

**Record Date:** 04/30/2026 **Meeting Type:** Annual

**Primary Security ID:** W9T18N112

**Shares Voted:** 501

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive CEO's Report | Mgmt | | | |
| 8 | Receive Board's and Board Committee's Reports | Mgmt | | | |
| 9a | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 9b | Receive Consolidated Accounts and Group Auditor's Report | Mgmt | | | |
| 9c | Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management | Mgmt | | | |
| 9d | Receive Board's Report | Mgmt | | | |
| 9e | Receive Remuneration Report | Mgmt | | | |
| 10a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 10b | Approve Allocation of Income and Dividends of SEK 8.30 Per Share | Mgmt | For | For | For |

# Thule Group AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10c.1 | Approve Discharge of Hans Eckerstrom | Mgmt | For | For | For |
| 10c.2 | Approve Discharge of Anders Jensen | Mgmt | For | For | For |
| 10c.3 | Approve Discharge of Sarah McPhee | Mgmt | For | For | For |
| 10c.4 | Approve Discharge of Johan Westman | Mgmt | For | For | For |
| 10c.5 | Approve Discharge of Helene Willberg | Mgmt | For | For | For |
| 10c.6 | Approve Discharge of Sandra Finer | Mgmt | For | For | For |
| 10c.7 | Approve Discharge of Paul Gustavsson | Mgmt | For | For | For |
| 10c.8 | Approve Discharge of CEO Mattias Ankarberg | Mgmt | For | For | For |
| 10d | Approve Remuneration Report | Mgmt | For | For | For |
| 11 | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 12 | Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair, SEK 590,000 for Vice Chair, and SEK 475,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 13.1 | Reelect Hans Eckerstrom as Director | Mgmt | For | For | For |
| 13.2 | Reelect Johan Westman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominee Johan Westman is warranted due to him being considered overboarded. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13.3 | Reelect Helene Willberg as Director | Mgmt | For | For | For |
| 13.4 | Reelect Sandra Finer as Director | Mgmt | For | For | For |
| 13.5 | Reelect Paul Gustavsson as Director | Mgmt | For | For | For |
| 13.6 | Elect Per-Arne Blomquist as New Director | Mgmt | For | For | For |
| 13.7 | Elect Sara Molnar as New Director | Mgmt | For | For | For |
| 13.8 | Reelect Hans Eckerstrom as Board Chair | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditor | Mgmt | For | For | For |
| 15 | Ratify PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |

## Thule Group AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 16 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 17 | Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights | Mgmt | For | For | For |
| 18 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 19a | Approve Warrant Plan for Key Employees | Mgmt | For | For | For |
| 19b | Approve Equity Plan Financing Through Transfer of Warrants | Mgmt | For | For | For |
| 19c | Approve Payment of Retention Bonus | Mgmt | For | For | For |
| 20 | Close Meeting | Mgmt | | | |

## 3M Company

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** MMM

**Record Date:** 03/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 88579Y101

**Shares Voted:** 327

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director David P. Bozeman | Mgmt | For | For | For |
| 1b | Elect Director Thomas "Tony" K. Brown | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director William M. Brown | Mgmt | For | For | For |
| 1d | Elect Director Audrey Choi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Anne H. Chow | Mgmt | For | For | For |
| 1f | Elect Director James R. Fitterling | Mgmt | For | For | For |
| 1g | Elect Director Suzan Kereere | Mgmt | For | For | For |
| 1h | Elect Director Neil G. Mitchill, Jr. | Mgmt | For | For | For |
| 1i | Elect Director Pedro J. Pizarro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## 3M Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Thomas W. Sweet | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Aedifica SA

**Meeting Date:** 05/12/2026 **Country:** Belgium **Ticker:** AED

**Record Date:** 04/28/2026 **Meeting Type:** Annual

**Primary Security ID:** B0130A108

**Shares Voted:** 373

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 3 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 4.1 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 4.2 | Approve Dividends of EUR 4.00 Per Share | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |
| 6.1 | Approve Discharge of Serge Wibaut as Director | Mgmt | For | For | For |
| 6.2 | Approve Discharge of Stefaan Gielens as Director | Mgmt | For | For | For |
| 6.3 | Approve Discharge of Ingrid Daerden as Director | Mgmt | For | For | For |
| 6.4 | Approve Discharge of Sven Bogaerts as Director | Mgmt | For | For | For |
| 6.5 | Approve Discharge of Katrien Kesteloot as Director | Mgmt | For | For | For |
| 6.6 | Approve Discharge of Elisabeth May-Roberti as Director | Mgmt | For | For | For |
| 6.7 | Approve Discharge of Luc Plasman as Director | Mgmt | For | For | For |

# Aedifica SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.8 | Approve Discharge of Marleen Willekens as Director | Mgmt | For | For | For |
| 6.9 | Approve Discharge of Charles-Antoine van Aelst as Director | Mgmt | For | For | For |
| 6.10 | Approve Discharge of Pertti Huuskonen as Director | Mgmt | For | For | For |
| 6.11 | Approve Discharge of Kari Pitkin as Director | Mgmt | For | For | For |
| 6.12 | Approve Discharge of Raoul Thomassen as Director | Mgmt | For | For | For |
| 6.13 | Approve Discharge of Rikke Lykke as Director | Mgmt | For | For | For |
| 7 | Approve Discharge of Ernst & Young, Represented by Christophe Boschmans, as Auditors | Mgmt | For | For | For |
| 8.1 | Reelect Marleen Willekens as Independent Director | Mgmt | For | For | For |
| 8.2 | Approve Remuneration of Marleen Willekens as Director In Line With the Remuneration Policy | Mgmt | For | For | For |
| 9.1.1 | Approve Co-optation of Jean Hilgers as Independent Director | Mgmt | For | For | For |
| 9.1.2 | Approve Co-optation of Xavier de Walque as Independent Director | Mgmt | For | For | For |
| 9.1.3 | Approve Co-optation of Nathalie Charles as Independent Director | Mgmt | For | For | For |
| 9.1.4 | Approve Co-optation of Ann Caluwaerts as Independent Director | Mgmt | For | For | For |
| 9.1.5 | Approve Co-optation of Mirjam van Velthuizen-Lormans as Independent Director | Mgmt | For | For | For |
| 9.2.1 | Elect Jean Hilgers as Independent Director | Mgmt | For | For | For |
| 9.2.2 | Elect Xavier de Walque as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposal (Item 9.2.2) to recognize Xavier de Walque as independent given his tenure of 17 years at the Cofinimmo board, whereas his tenure is not being reset per his appointment on the combined Aedifica/Cofinimmo board as part of the merger agreement. A vote FOR the remaining nominees is warranted.* | | | | |
| 9.2.3 | Elect Nathalie Charles as Independent Director | Mgmt | For | For | For |
| 9.2.4 | Elect Ann Caluwaerts as Independent Director | Mgmt | For | For | For |
| 9.2.5 | Elect Mirjam van Velthuizen-Lormans as Independent Director | Mgmt | For | For | For |

# Aedifica SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9.3 | Approve Remuneration of Jean Hilgers, Xavier de Walque, Nathalie Charles, Ann Caluwaerts and Mirjam van Velthuizen-Lormans In Line With the Remuneration Policy | Mgmt | For | For | For |
| 10.1 | Approve Change-of-Control Clause Re: Credit Agreement with BNP Paribas Fortis SA/NV Dated 11 June 2025 | Mgmt | For | For | For |
| 10.2 | Approve Change-of-Control Clause Re: Credit Agreement with Caisse d'Epargne Hauts de France Dated 27 June 2025 | Mgmt | For | For | For |
| 10.3 | Approve Change-of-Control Clause Re: Credit Agreement with Hoivatilat and OP Corporate Bank Dated 27 June 2025 | Mgmt | For | For | For |
| 10.4 | Approve Change-of-Control Clause Re: Credit Agreement with Societe Generale Dated 12 August 2025 | Mgmt | For | For | For |
| 10.5 | Approve Change-of-Control Clause Re: Credit Agreement with BNP Paribas Fortis NV/SA Dated 14 November 2025 | Mgmt | For | For | For |
| 10.6 | Approve Change-of-Control Clause Re: Credit Agreement with Belfius Bank NV/SA Dated 18 November 2025 | Mgmt | For | For | For |
| 10.7 | Approve Change-of-Control Clause Re: Credit Agreement with ING Belgium NV/SA Dated 1 December 2025 | Mgmt | For | For | For |
| 10.8 | Approve Change-of-Control Clause Re: Credit Agreement with JP Morgan SE Dated 10 December 2025 | Mgmt | For | For | For |
| 10.9 | Approve Change-of-Control Clause Re: Credit Agreement with Citibank Europe PLC Dated 30 January 2026 | Mgmt | For | For | For |
| 11 | Adopt Financial Statements of RF-INVEST SA | Mgmt | For | For | For |
| 12.1 | Approve Discharge of Aedifica SA/NV, Perrmanently Represented by Stefaan Gielens, as Director of RF-INVEST SA | Mgmt | For | For | For |
| 12.2 | Approve Discharge of Ingrid Daerden as Director of RF-INVEST SA | Mgmt | For | For | For |
| 12.3 | Approve Discharge of Sven Bogaerts as Director of RF-INVEST SA | Mgmt | For | For | For |

## Aedifica SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12.4 | Approve Discharge of Charles-Antoine Van Aelst as Director of RF-INVEST SA | Mgmt | For | For | For |
| 12.5 | Approve Discharge of Raoul Thomassen as Director of RF-INVEST SA | Mgmt | For | For | For |
| 13 | Approve Discharge of Ernst & Young as Auditors of RF-INVEST SA | Mgmt | For | For | For |

## Aedifica SA

**Meeting Date:** 05/12/2026 **Country:** Belgium **Ticker:** AED

**Record Date:** 04/28/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** B0130A108

**Shares Voted:** 373

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Shareholders' Meeting Agenda | Mgmt | | | |
| 1 | Receive Special Board Report in Accordance with Article 7:199 of the Belgian Code of Companies and Associations | Mgmt | | | |
| 2.1 | Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash | Mgmt | For | For | For |
| 2.2 | Approve Authorization to Increase Share Capital up to 20 Percent by Distribution of Optional Dividend | Mgmt | For | For | For |
| 2.3A | Authorize Increase in Share Capital of up to 20 Percent of Authorized Capital Without Preemptive Rights by Various Means | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR Item 2.1 is warranted as it would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; A vote FOR Item 2.2 is warranted as no concerns were identified with regard to the possibility to issue shares for the purpose of stock dividend; and A vote AGAINST Item 2.3A is warranted as it is not in line with the commonly used safeguards set for capital increases without pre-emptive rights. A vote FOR Item 2.3B is warranted as it is in line with the commonly used safeguards set for capital increases without pre-emptive rights.* | | | | |
| 2.3B | If the Share Capital Increase of up to 20 Percent of Authorized Capital by Various Means is Not Approved: Approve Authorization to Increase Share Capital of up to 10 Percent of Authorized Capital by Contribution in Kind, in Cash or by Various Means | Mgmt | For | For | For |

## Aedifica SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.4 | Amend Article 6.4 of the Articles of Association to Reflect Changes in Capital | Mgmt | For | For | For |
| 3 | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |

## Anker Innovations Technology Co., Ltd.

**Meeting Date:** 05/12/2026 **Country:** China **Ticker:** 300866
**Record Date:** 05/06/2026 **Meeting Type:** Annual
**Primary Security ID:** Y01425100

**Shares Voted:** 5,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Annual Report and Summary | Mgmt | For | For | For |
| 2 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 3 | Approve Financial Statements | Mgmt | For | For | For |
| 4 | Approve Profit Distribution | Mgmt | For | For | For |
| 5 | Approve Special Report on the Deposit, Management and Usage of Raised Funds | Mgmt | For | For | For |
| 6 | Approve Credit Line Application and Guarantee Amount | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee provision is disproportionate to the level of ownership in some of the guaranteed targets. The company has failed to provide valid justifications in the meeting circular.* | | | | |
| 7 | Approve Foreign Exchange Hedging Business | Mgmt | For | For | For |
| 8 | Approve Use of Idle Own Funds to Invest in Financial Products | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.* | | | | |
| 9 | Approve Formulation of Remuneration Management System for Directors and Senior Management Members | Mgmt | For | For | For |

## Arrow Electronics, Inc.

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** ARW
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 042735100

# Arrow Electronics, Inc.

**Shares Voted:** 254

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director William F. Austen | Mgmt | For | For | For |
| 1.2 | Elect Director Lawrence (Liren) Chen | Mgmt | For | For | For |
| 1.3 | Elect Director Steven H. Gunby | Mgmt | For | For | For |
| 1.4 | Elect Director Michael D. Hayford | Mgmt | For | For | For |
| 1.5 | Elect Director Andrew C. Kerin | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Carol P. Lowe | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Mary T. McDowell | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director Gerry P. Smith | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - Non-disclosure of equity award arrangements in connection with a change in control.* | | | | |
| 4a | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |
| 4b | Eliminate Supermajority Vote Requirements for Certain Corporate Transactions | Mgmt | For | For | For |
| 5 | Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the ability to call special meetings would improve shareholder rights, this proposal is merely an advisory request to provide a special meeting right with a 25 percent ownership threshold, with otherwise undefined terms. The 25 percent ownership threshold is considered relatively high for a company of this size. Moreover, the proposed 10 percent ownership threshold in Item 6 is considered more appropriate and it is recommended that shareholders vote in favor of Item 6.* | | | | |
| 6 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights. The proposed 10 percent ownership threshold is considered more appropriate for a company of this size relative to the 25 percent ownership threshold proposed by management in Item 5.* | | | | |

## Arthur J. Gallagher & Co.

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** AJG
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 363576109

**Shares Voted:** 2,874

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Deborah Caplan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Teresa Clarke | Mgmt | For | For | For |
| 1c | Elect Director John Coldman | Mgmt | For | For | For |
| 1d | Elect Director Richard Harries | Mgmt | For | For | For |
| 1e | Elect Director Pat Gallagher | Mgmt | For | For | For |
| 1f | Elect Director David Johnson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Chris Miskel | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Ralph Nicoletti | Mgmt | For | For | For |
| 1i | Elect Director Norman Rosenthal | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control.* | | | | |

## BNP Paribas SA

**Meeting Date:** 05/12/2026 **Country:** France **Ticker:** BNP
**Record Date:** 05/04/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** F1058Q238

**Shares Voted:** 10,330

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |

# BNP Paribas SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 5.16 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | For | For |
| 5 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 6 | Reelect Jean Lemierre as Director | Mgmt | For | For | For |
| 7 | Reelect Jacques Aschenbroich as Director | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Vice-CEOs | Mgmt | For | For | For |
| 12 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 13 | Approve Compensation of Jean Lemierre, Chairman of the Board | Mgmt | For | For | For |
| 14 | Approve Compensation of Jean-Laurent Bonnafe, CEO | Mgmt | For | For | For |
| 15 | Approve Compensation of Yann Gerardin, Vice-CEO | Mgmt | For | For | For |
| 16 | Approve Compensation of Thierry Laborde, Vice-CEO | Mgmt | For | For | For |
| 17 | Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers | Mgmt | For | For | For |
|  | Extraordinary Business | Mgmt |  |  |  |
| 18 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 880 Million | Mgmt | For | For | For |
| 19 | Authorize Capital Increase of Up to EUR 215 Million for Future Exchange Offers | Mgmt | For | For | For |

## BNP Paribas SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 21 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19 and 20 at EUR 215 Million | Mgmt | For | For | For |
| 22 | Authorize Capitalization of Reserves of Up to EUR 880 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 23 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18 to 20 at EUR 880 Million | Mgmt | For | For | For |
| 24 | Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital | Mgmt | For | For | For |
| 25 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 26 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 27 | Amend Article 7 of Bylaws to Incorporate Legal Changes (Women on Boards) Re: Procedures for Appointing Representative of Employee Shareholders to the Board | Mgmt | For | For | For |
| 28 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Centene Corporation

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** CNC

**Record Date:** 03/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 15135B101

**Shares Voted:** 2,540

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jessica L. Blume | Mgmt | For | Against | Against |

*Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.*

## Centene Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director Kenneth A. Burdick | Mgmt | For | For | For |
| 1c | Elect Director Christopher J. Coughlin | Mgmt | For | For | For |
| 1d | Elect Director H. James Dallas | Mgmt | For | For | For |
| 1e | Elect Director Frederick H. Eppinger | Mgmt | For | For | For |
| 1f | Elect Director Monte E. Ford | Mgmt | For | For | For |
| 1g | Elect Director Sarah M. London | Mgmt | For | For | For |
| 1h | Elect Director Theodore R. Samuels | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Kenneth Y. Tanji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Core Scientific, Inc.

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** CORZ
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 21874A106

**Shares Voted:** 1,217

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jeff Booth | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a Governance Committee chair on the ballot, WITHHOLD votes are warranted for Governance Committee members Jeff Booth and Eric Weiss given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. While shareholders narrowly failed to approve a charter amendment last year that would have eliminated the supermajority vote requirement, the company did not resubmit the proposal despite it receiving a high level of support. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Elizabeth Crain | Mgmt | For | For | For |
| 1c | Elect Director Yadin Rozov | Mgmt | For | For | For |
| 1d | Elect Director Adam Sullivan | Mgmt | For | For | For |

## Core Scientific, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Eric Weiss | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a Governance Committee chair on the ballot, WITHHOLD votes are warranted for Governance Committee members Jeff Booth and Eric Weiss given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. While shareholders narrowly failed to approve a charter amendment last year that would have eliminated the supermajority vote requirement, the company did not resubmit the proposal despite it receiving a high level of support. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The compensation committee demonstrated only limited responsiveness to last year's failed say-on-pay vote result. While the company engaged with investors following last year's annual meeting, disclosed shareholder feedback, and made certain improvements to the pay program, the proxy does not detail the portion of investors the company met with, nor if directors participated. Furthermore, an unmitigated pay-for-performance misalignment was again identified at the company and new concerns are highlighted. Specifically, the CEO's base salary increased significantly without compelling rationale for the second consecutive year, an STI goal was set below the prior year's target and paid out at maximum, PSUs have a relatively high vesting capacity, and earned PSUs vest annually and appear to have multiple opportunities to vest, conflicting with the long-term nature of the award. Lastly, additional concerns are raised with respect to the company's compensation practices. The company has not disclosed any short- and long-term E&S performance incentives, and the company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements. Given these factors, a vote AGAINST this proposal is warranted.* | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## CSX Corporation

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** CSX

**Record Date:** 03/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 126408103

**Shares Voted:** 16,623

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Stephen F. Angel | Mgmt | For | For | For |
| 1b | Elect Director Ann D. Begeman | Mgmt | For | For | For |
| 1c | Elect Director Thomas P. Bostick | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Anne H. Chow | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Steven T. Halverson | Mgmt | For | For | For |
| 1f | Elect Director Paul C. Hilal | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director David M. Moffett | Mgmt | For | For | For |

## CSX Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Linda H. Riefler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Suzanne M. Vautrinot | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director James L. Wainscott | Mgmt | For | For | For |
| 1k | Elect Director J. Steven Whisler | Mgmt | For | For | For |
| 1l | Elect Director John J. Zillmer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Cummins Inc.

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** CMI

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 231021106

**Shares Voted:** 1,879

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Director Jennifer W. Rumsey | Mgmt | For | For | For |
| 2 | Elect Director Gary L. Belske | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 3 | Elect Director Bruno V. Di Leo Allen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 4 | Elect Director Daniel W. Fisher | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 5 | Elect Director Carla A. Harris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 6 | Elect Director Thomas J. Lynch | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Cummins Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Elect Director William I. Miller | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 8 | Elect Director Kimberly A. Nelson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 9 | Elect Director Karen H. Quintos | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Karen Quintos, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 10 | Elect Director John H. Stone | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 11 | Elect Director Matthew Tsien | Mgmt | For | For | For |
| 12 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 13 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 14 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 15 | Adopt Mandatory Policy Separating the Roles of CEO and Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 16 | Report on Cost and Benefits and Relevant Risks of the Company's Charitable Support | SH | Against | Against | Against |

## DraftKings Inc.

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** DKNG
**Record Date:** 03/19/2026 **Meeting Type:** Annual
**Primary Security ID:** 26142V105

**Shares Voted:** 2,122

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Jason D. Robins | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Jason Robins as his ownership of the supervoting shares provides him with voting power control of the company.* | | | | |
| 1.2 | Elect Director Harry E. Sloan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Harry Sloan for serving as a director on more than five public company boards.* | | | | |
| 1.3 | Elect Director Matthew Kalish | Mgmt | For | For | For |

## DraftKings Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Elect Director Paul Liberman | Mgmt | For | For | For |
| 1.5 | Elect Director Woodrow H. Levin | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Woodrow Levin, Valerie Mosley, and Marni Walden for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Jocelyn Moore | Mgmt | For | For | For |
| 1.7 | Elect Director Ryan R. Moore | Mgmt | For | For | For |
| 1.8 | Elect Director Valerie Mosley | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Woodrow Levin, Valerie Mosley, and Marni Walden for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.9 | Elect Director Steven J. Murray | Mgmt | For | For | For |
| 1.10 | Elect Director Marni M. Walden | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Woodrow Levin, Valerie Mosley, and Marni Walden for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Governance Committee chair Marni Walden given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents, which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.11 | Elect Director Gregory W. Wendt | Mgmt | For | For | For |
| 2 | Ratify BDO USA, P.C. as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company accelerated the vesting of performance awards and deemed performance achieved at maximum upon an NEO's voluntary resignation.* | | | | |

## Essex Property Trust, Inc.

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** ESS

**Record Date:** 02/25/2026 **Meeting Type:** Annual

**Primary Security ID:** 297178105

**Shares Voted:** 2,584

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director John V. Arabia | Mgmt | For | For | For |
| 1b | Elect Director Keith R. Guericke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Keith Guericke is warranted for serving as a non-independent member of a key board committee.* | | | | |
| 1c | Elect Director Anne B. Gust | Mgmt | For | For | For |

## Essex Property Trust, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Maria R. Hawthorne | Mgmt | For | For | For |
| 1e | Elect Director Amal M. Johnson | Mgmt | For | For | For |
| 1f | Elect Director Mary Kasaris | Mgmt | For | For | For |
| 1g | Elect Director Angela L. Kleiman | Mgmt | For | For | For |
| 1h | Elect Director Irving F. Lyons, III | Mgmt | For | For | For |
| 1i | Elect Director George M. Marcus | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Everus Construction Group, Inc.

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** ECG

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 300426103

**Shares Voted:** 637

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Michael S. Della Rocca | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Helena M. Hernandez | Mgmt | For | For | For |
| 1c | Elect Director Dale S. Rosenthal | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Edward A. Ryan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director David M. Sparby | Mgmt | For | For | For |
| 1f | Elect Director Jeffrey S. Thiede | Mgmt | For | For | For |
| 1g | Elect Director Clark A. Wood | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Betty R. Wynn | Mgmt | For | For | For |

## Everus Construction Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Fraport AG Frankfurt Airport Services Worldwide

**Meeting Date:** 05/12/2026 **Country:** Germany **Ticker:** FRA

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** D3856U108

**Shares Voted:** 173

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 1.00 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Stefan Schulte for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Management Board Member Anke Giesen for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.3 | Approve Discharge of Management Board Member Julia Kranenberg for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Management Board Member Pierre Pruemm for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.5 | Approve Discharge of Management Board Member Matthias Zieschang for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.1 | Approve Discharge of Supervisory Board Member Michael Boddenberg for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Supervisory Board Member Mathias Venema for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Devrim Arslan for Fiscal Year 2025 | Mgmt | For | For | For |

# Fraport AG Frankfurt Airport Services Worldwide

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.4 | Approve Discharge of Supervisory Board Member Karina Becker-Lienemann for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.5 | Approve Discharge of Supervisory Board Member Bastian Bergerhoff for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.6 | Approve Discharge of Supervisory Board Member Hakan Boeluekmese for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.7 | Approve Discharge of Supervisory Board Member Ines Born for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.8 | Approve Discharge of Supervisory Board Member Kathrin Dahnke for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.9 | Approve Discharge of Supervisory Board Member Margarete Haase for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.10 | Approve Discharge of Supervisory Board Member Harry Hohmeister (until May 27, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.11 | Approve Discharge of Supervisory Board Member Mike Josef for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.12 | Approve Discharge of Supervisory Board Member Frank-Peter Kaufmann (until May 27, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.13 | Approve Discharge of Supervisory Board Member Sidar Kaya for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.14 | Approve Discharge of Supervisory Board Member Lothar Klemm (until May 27, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.15 | Approve Discharge of Supervisory Board Member Karin Knappe for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.16 | Approve Discharge of Supervisory Board Member Felix Kreutel for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.17 | Approve Discharge of Supervisory Board Member Benedikt Kuhn (from May 27, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |

## Fraport AG Frankfurt Airport Services Worldwide

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.18 | Approve Discharge of Supervisory Board Member Michael Niggemann (from May 27, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.19 | Approve Discharge of Supervisory Board Member Matthias Poeschko for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.20 | Approve Discharge of Supervisory Board Member Sonja Waerntges for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.21 | Approve Discharge of Supervisory Board Member Marius Weiss (from May 27, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.22 | Approve Discharge of Supervisory Board Member Katja Windt for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.23 | Approve Discharge of Supervisory Board Member Oezguer Yalcinkaya for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify Deloitte GmbH as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7.1 | Elect R. Alexander Lorz to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the non-independent nominee, R. Alexander Lorz, is warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the nominees R. Alexander Lorz and Kristina Wagner are warranted because their proposed term lengths exceed four years.* | | | | |
| 7.2 | Elect Kristina Wagner to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the non-independent nominee, R. Alexander Lorz, is warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the nominees R. Alexander Lorz and Kristina Wagner are warranted because their proposed term lengths exceed four years.* | | | | |
| 8 | Approve Virtual-Only Shareholder Meetings Until 2029 | Mgmt | For | For | For |

## Granges AB

**Meeting Date:** 05/12/2026 **Country:** Sweden **Ticker:** GRNG

**Record Date:** 05/04/2026 **Meeting Type:** Annual

**Primary Security ID:** W38254111

# Granges AB

**Shares Voted:** 835

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting; Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 3 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Receive President's Report | Mgmt | | | |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8b | Approve Allocation of Income and Dividends of SEK 3.40 Per Share | Mgmt | For | For | For |
| 8c.A | Approve Discharge of Fredrik Arp | Mgmt | For | For | For |
| 8c.B | Approve Discharge of Steven Armstrong | Mgmt | For | For | For |
| 8c.C | Approve Discharge of Mats Backman | Mgmt | For | For | For |
| 8c.D | Approve Discharge of Mikael Bratt | Mgmt | For | For | For |
| 8c.E | Approve Discharge of Martina Buchhauser | Mgmt | For | For | For |
| 8c.F | Approve Discharge of Cecilia Daun Wennborg | Mgmt | For | For | For |
| 8c.G | Approve Discharge of Gunilla Saltin | Mgmt | For | For | For |
| 8c.H | Approve Discharge of Jennie Bjerner | Mgmt | For | For | For |
| 8cI | Approve Discharge of Tobias Johansson | Mgmt | For | For | For |
| 8c.J | Approve Discharge of Ake Larsson | Mgmt | For | For | For |
| 8c.K | Approve Discharge of Peter Carlsson | Mgmt | For | For | For |
| 8c.L | Approve Discharge of Emma Hansen Lamprecht | Mgmt | For | For | For |
| 8c.M | Approve Discharge of CEO Jorgen Rosengren | Mgmt | For | For | For |
| 8c.N | Approve Discharge of Deputy CEO Oskar Hellstrom | Mgmt | For | For | For |

## Granges AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9A | Determine Number of Members (7) and Deputy Members of Board (0) | Mgmt | For | For | For |
| 9B | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 10A | Approve Remuneration of Directors in the Amount of SEK 1 Million for Chair and SEK 420,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 10B | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 11A | Reelect Fredrik Arp as Director | Mgmt | For | For | For |
| 11B | Reelect Steven Armstrong as Director | Mgmt | For | For | For |
| 11C | Reelect Mats Backman as Director | Mgmt | For | For | For |
| 11D | Reelect Mikael Bratt as Director | Mgmt | For | For | For |
| 11E | Reelect Martina Buchhauser as Director | Mgmt | For | For | For |
| 11F | Reelect Cecilia Daun Wennborg as Director | Mgmt | For | For | For |
| 11G | Reelect Gunilla Saltin as Director | Mgmt | For | For | For |
| 11H | Reelect Fredrik Arp as Board Chair | Mgmt | For | For | For |
| 12 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 13 | Approve Remuneration Report | Mgmt | For | For | For |
| 14a | Approve LTI 2026 for Key Employees | Mgmt | For | For | For |
| 14b | Approve Long-Term Incentive Program 2026 for Management Team and Key Employees | Mgmt | For | For | For |
| 15 | Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 17 | Close Meeting | Mgmt | | | |

## IDEXX Laboratories, Inc.

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** IDXX

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 45168D104

## IDEXX Laboratories, Inc.

**Shares Voted:** 1,037

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Daniel M. Junius | Mgmt | For | For | For |
| 1b | Elect Director Lawrence D. Kingsley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Sophie V. Vandebroek | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Declassify the Board of Directors | Mgmt | For | For | For |
| 5 | Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold | Mgmt | For | For | For |
| 6 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance the existing shareholder right to call special meetings.* | | | | |

## IPG Photonics Corporation

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** IPGP

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 44980X109

**Shares Voted:** 118

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Gregory Beecher | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Jeanmarie Desmond | Mgmt | For | For | For |
| 1.3 | Elect Director Gregory Dougherty | Mgmt | For | For | For |
| 1.4 | Elect Director Mark M. Gitin | Mgmt | For | For | For |

## IPG Photonics Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.5 | Elect Director Kolleen Kennedy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Eric Meurice | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Natalia Pavlova | Mgmt | For | For | For |
| 1.8 | Elect Director John Peeler | Mgmt | For | For | For |
| 1.9 | Elect Director Eugene Scherbakov | Mgmt | For | For | For |
| 1.10 | Elect Director Agnes Tang | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Certain positive features to the pay program were noted, including that a majority of the LTI grant was in performance equity, while a previous grant did not vest, corresponding to recent company underperformance. However, there are significant concerns regarding an "enhanced" LTI grant to the CEO, which increases the value of his annual equity grant amid share price underperformance. Furthermore, the number of shares granted to the CEO nearly doubled year-over-year, which insulates from a negative share price trajectory while also risking a windfall opportunity.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## K+S AG

**Meeting Date:** 05/12/2026 **Country:** Germany **Ticker:** SDF

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** D48164129

**Shares Voted:** 905

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.07 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |

## K+S AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 7 | Approve Remuneration Report | Mgmt | For | For | For |
| 8 | Approve Management Board Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Under the LTI, the relative TSR metric, which is the sole financial KPI, does not contain a threshold target and thus does not appear rigorous. * Management board contracts continue to include a change-in-control clause, which falls short of market practice in Germany. * There is a +/- 20 percent modifier under the STI to reflect management board performance, though it is broadly formulated. Nevertheless, a range of improvements upon the existing policy are acknowledged.* | | | | |
| 9 | Approve Supervisory Board Remuneration Policy | Mgmt | For | For | For |
| 10 | Approve Creation of EUR 35.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 11.1 | Amend Articles Re: Supervisory Board Resignations | Mgmt | For | For | For |
| 11.2 | Amend Articles Re: Supervisory Board Meetings | Mgmt | For | For | For |
| 12 | 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 | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new or modified motions are introduced by shareholders at the AGM that have not been made accessible beforehand. * The content of any new items or counterproposals is not known at this time. Thus, shareholder proposals filed at the AGM cannot be properly evaluated and acted upon by shareholders voting via proxy, which effectively disenfranchises them.* | | | | |

## Lindab International AB

**Meeting Date:** 05/12/2026 **Country:** Sweden **Ticker:** LIAB

**Record Date:** 05/04/2026 **Meeting Type:** Annual

**Primary Security ID:** W56316107

**Shares Voted:** 545

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Open Meeting; Elect Peter Nilsson as Chair of Meeting | Mgmt | For | For | For |
| 2 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 3 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |

# Lindab International AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Receive CEO's Report | Mgmt | | | |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8b | Approve Allocation of Income and Dividends of SEK 5.60 Per Share | Mgmt | For | For | For |
| 8c1 | Approve Discharge of Peter Nilsson | Mgmt | For | For | For |
| 8c2 | Approve Discharge of Per Bertland | Mgmt | For | For | For |
| 8c3 | Approve Discharge of Sonat Burman-Olsson | Mgmt | For | For | For |
| 8c4 | Approve Discharge of Viveka Ekberg | Mgmt | For | For | For |
| 8c5 | Approve Discharge of Anette Frumerie | Mgmt | For | For | For |
| 8c6 | Approve Discharge of Marcus Hedblom | Mgmt | For | For | For |
| 8c7 | Approve Discharge of Staffan Pehrson | Mgmt | For | For | For |
| 8c8 | Approve Discharge of Pontus Andersson | Mgmt | For | For | For |
| 8c9 | Approve Discharge of Ulf Jonsson | Mgmt | For | For | For |
| 8c10 | Approve Discharge of CEO Ola Ringdahl | Mgmt | For | For | For |
| 9 | Determine Number of Members (8) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 10.1 | Approve Remuneration of Directors in the Amount of SEK 1.55 Million for Chair, SEK 600,000 to Other Directors and SEK 26,250 to Employee Representatives; Approve Committee Fees | Mgmt | For | For | For |
| 10.2 | Approve Remuneration of Auditor | Mgmt | For | For | For |
| 11a | Reelect Peter Nilsson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Goran Peter Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11b | Reelect Viveka Ekberg as Director | Mgmt | For | For | For |
| 11c | Reelect Sonat Burman-Olsson as Director | Mgmt | For | For | For |

## Lindab International AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11d | Reelect Anette Frumerie as Director | Mgmt | For | For | For |
| 11e | Reelect Per Bertland as Director | Mgmt | For | For | For |
| 11f | Reelect Marcus Hedblom as Director | Mgmt | For | For | For |
| 11g | Reelect Staffan Pehrson as Director | Mgmt | For | For | For |
| 11h | Elect Joonas Sandholm as New Director | Mgmt | For | For | For |
| 11i | Reelect Peter Nilsson as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted as the nominee's election to the board is not supported.* | | | | |
| 12.1 | Ratify Deloitte as Auditor | Mgmt | For | For | For |
| 13 | Approve Nomination Committee Procedures | Mgmt | For | For | For |
| 14 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to insufficient disclosure of the short-term bonus plan.* | | | | |
| 15A | Approve Long-Term Performance Based Share Program (Performance Share Plan 2026) | Mgmt | For | For | For |
| 15B | Approve Equity Plan Financing Through Repurchase of Shares | Mgmt | For | For | For |
| 15C | Approve Equity Plan Financing Through Transfer of Own Shares to Participants in Performance Share Plan 2026 | Mgmt | For | For | For |
| 15D | Approve Equity Plan Financing Through Transfer of Own Shares to Cover Social Security Contributions and Other Costs | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 17 | Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights | Mgmt | For | For | For |
| 18 | Close Meeting | Mgmt | | | |

## Loblaw Companies Limited

**Meeting Date:** 05/12/2026 **Country:** Canada **Ticker:** L

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 539481101

## Loblaw Companies Limited

**Shares Voted:** 5,089

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Scott B. Bonham | Mgmt | For | For | For |
| 1.2 | Elect Director Shelley G. Broader | Mgmt | For | For | For |
| 1.3 | Elect Director Christie J.B. Clark | Mgmt | For | For | For |
| 1.4 | Elect Director Daniel Debow | Mgmt | For | For | For |
| 1.5 | Elect Director William A. Downe | Mgmt | For | For | For |
| 1.6 | Elect Director Janice Fukakusa | Mgmt | For | For | For |
| 1.7 | Elect Director M. Marianne Harris | Mgmt | For | For | For |
| 1.8 | Elect Director Kevin Holt | Mgmt | For | For | For |
| 1.9 | Elect Director Claudia Kotchka | Mgmt | For | For | For |
| 1.10 | Elect Director Rima Qureshi | Mgmt | For | For | For |
| 1.11 | Elect Director Sarah Raiss | Mgmt | For | For | For |
| 1.12 | Elect Director Galen G. Weston | Mgmt | For | For | For |
| 1.13 | Elect Director Cornell Wright | Mgmt | For | For | For |
| 2 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| | Shareholder Proposal | Mgmt | | | |
| 4 | Disclose Company's Progress Toward Ending Property Controls | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this proposal is warranted, as enhanced disclosure would effectively support shareholders' understanding of the company's progress toward ending property controls and enable assessment of the alignment of its commitments, practices, and risk management in light of evolving regulatory and competition-related developments.*

## Lotus Bakeries NV

**Meeting Date:** 05/12/2026 **Country:** Belgium **Ticker:** LOTB

**Record Date:** 04/28/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** B5783H102

# Lotus Bakeries NV

**Shares Voted:** 6

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual and Extraordinary Shareholders' Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 3 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 90 per Share | Mgmt | For | For | For |
| 4 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 5 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because it is below par in relation to market standards, particularly with regard to disclosure of short- and long- term bonus targets, achievement levels and maximum caps.* | | | | |
| 6 | Approve Discharge of Directors | Mgmt | For | For | For |
| 7 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 8 | Reelect PMF NV, Permanently Represented by Emanuel Boone, as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Michel Moortgat is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominee Emanuel Boone as the overall board lacks sufficient independence among its members, which raises concerns. Furthermore, a vote AGAINST the non-independent nominee Emanuel Boone is warranted because he is a beneficiary of the company's unequal voting structure.* | | | | |
| 9 | Reelect LEMA BV, Permanently Represented by Michel Moortgat, as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Michel Moortgat is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominee Emanuel Boone as the overall board lacks sufficient independence among its members, which raises concerns. Furthermore, a vote AGAINST the non-independent nominee Emanuel Boone is warranted because he is a beneficiary of the company's unequal voting structure.* | | | | |
| 10 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 11 | Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the authorization could be used to thwart a hostile takeover by repurchasing and reissuing shares.* | | | | |
| 12 | Receive Special Board Report in Accordance with Article 7:199 in Conjunction with Article 7:202 of the Companies and Association Code | Mgmt | | | |

## Lotus Bakeries NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: this authority can be used as antitakeover mechanism. As owners of the company, shareholders should be given the opportunity to decide on the merits of takeover offers. the issuance request under normal conditions is considered to be excessive.* | | | | |
| 14 | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |

## Mandatum Oyj

**Meeting Date:** 05/12/2026 **Country:** Finland **Ticker:** MANTA

**Record Date:** 04/29/2026 **Meeting Type:** Annual

**Primary Security ID:** X5177M101

**Shares Voted:** 2,012

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report; Receive CEO's Review | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 0.85 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | For | For |

## Mandatum Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Approve Remuneration of Directors in the Amount of EUR 78,500 for Chair, EUR 67,500 for Vice Chair and EUR 53,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Eight | Mgmt | For | For | For |
| 13 | Reelect Patrick Lapvetelainen (Chair), Jannica Fagerholm (Vice Chair), Markus Aho, Herman Korsgaard, Kimmo Laaksonen, Johanna Lamminen, Jukka Ruuska and Louise Sander as Directors | Mgmt | For | Abstain | Abstain |
| | *Voting Policy Rationale: A vote to ABSTAIN for incumbent nominating committee member Patrick Lapvetelainen is warranted for lack of diversity on the board. Given that this a bundled election, a vote to ABSTAIN for the entire slate of candidates is warranted.* | | | | |
| 14 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 16 | Approve Remuneration of Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 17 | Appoint Ernst & Young as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 18 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 19 | Approve Issuance of up to 50 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| 20 | Close Meeting | Mgmt | | | |

## Newmont Corporation

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** NEM

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 651639106

**Shares Voted:** 5,657

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Gregory H. Boyce | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Newmont Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Bruce R. Brook | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Maura J. Clark | Mgmt | For | For | For |
| 1.4 | Elect Director Harry M. (Red) Conger, IV | Mgmt | For | For | For |
| 1.5 | Elect Director Emma FitzGerald | Mgmt | For | For | For |
| 1.6 | Elect Director Sally-Anne Layman | Mgmt | For | For | For |
| 1.7 | Elect Director José Manuel Madero | Mgmt | For | For | For |
| 1.8 | Elect Director René Médori | Mgmt | For | For | For |
| 1.9 | Elect Director Jane Nelson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.10 | Elect Director Julio M. Quintana | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.11 | Elect Director David T. Seaton | Mgmt | For | For | For |
| 1.12 | Elect Director Natascha Viljoen | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Redeia Corporacion SA

**Meeting Date:** 05/12/2026 **Country:** Spain **Ticker:** RED

**Record Date:** 05/08/2026 **Meeting Type:** Annual

**Primary Security ID:** E42807110

**Shares Voted:** 53,232

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 4 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 5 | Approve Discharge of Board | Mgmt | For | For | For |

## Redeia Corporacion SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.1 | Elect Sociedad Estatal de Participaciones Industriales (SEPI) as Director | Mgmt | For | For | For |
| 6.2 | Elect Santiago Hurtado Iglesias as Director | Mgmt | For | For | For |
| 6.3 | Elect Marta María de la Cuesta Gonzalez as Director | Mgmt | For | For | For |
| 6.4 | Elect Jose Luis Navarro Ribera as Director | Mgmt | For | For | For |
| 7.1 | Approve Remuneration Report | Mgmt | For | For | For |
| 7.2 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 8 | Renew Appointment of Ernst & Young as Auditor | Mgmt | For | For | For |
| 9 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 10 | Receive Corporate Governance Report | Mgmt | | | |
| 11 | Receive Sustainability Plan for FY 2026-2029 | Mgmt | | | |

## SEB SA

**Meeting Date:** 05/12/2026 **Country:** France **Ticker:** SK

**Record Date:** 05/04/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F82059100

**Shares Voted:** 214

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 2.80 per Share and an Extra of EUR 0.280 per Share to Long Term Registered Shares | Mgmt | For | For | For |
| 4 | Reelect Bpifrance Investissement as Director | Mgmt | For | For | For |

# SEB SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Elect William Gairard as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the (re)elections of the non-independent nominees (William Gairard and Thierry Lescure) are warranted given the lack of independence at the board level (including all board members: 21.4 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 27.3 percent vs 50 percent recommended) (Items 5 and 6). A vote FOR the remaining nominee is warranted.* | | | | |
| 6 | Elect Thierry Lescure as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the (re)elections of the non-independent nominees (William Gairard and Thierry Lescure) are warranted given the lack of independence at the board level (including all board members: 21.4 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 27.3 percent vs 50 percent recommended) (Items 5 and 6). A vote FOR the remaining nominee is warranted.* | | | | |
| 7 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 8 | Approve Compensation of Thierry de La Tour d'Artaise, Chairman of the Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: The 2022 plan, which vested in 2025, was granted in full to Thierry de La Tour d'Artaise as CEO/chair. However, the plan has not been prorated though he is no longer CEO since June 30, 2022 There is compensation for overperformance between years in the 2022 LTIP.* | | | | |
| 9 | Approve Compensation of Stanislas De Gramont, CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: The company discloses limited information regarding the individual achievement rates of the performance conditions of the annual bonus. There is compensation for overperformance between years in the 2022 and 2023 LTIPs.* | | | | |
| 10 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.* | | | | |
| | Extraordinary Business | Mgmt | | | |
| 14 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 15 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Million | Mgmt | For | For | For |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Million | Mgmt | For | For | For |

## SEB SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 5.5 Million | Mgmt | For | For | For |
| 18 | Authorize Capital Increase of up to EUR 2.75 Million for Contributions in Kind | Mgmt | For | For | For |
| 19 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 15-18 at EUR 11 Million | Mgmt | For | For | For |
| 20 | Authorize Capitalization of Reserves of Up to EUR 11 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 21 | Authorize up to 240,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 23 | Amend Article 16 of Bylaws to Incorporate Legal Changes Re: Board Composition | Mgmt | For | For | For |
| 24 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by FÉDÉRACTIVE, Delphine BERTRAND, Pierre LANDRIEU and Pascal GIRARDOT | Mgmt | | | |
| A | Approve Allocation of Income and Dividends of EUR 1.68 per Share and an Extra of EUR 0.168 per Share to Long Term Registered Shares | SH | Against | Against | Against |
| B | Approve Remuneration of Directors in the Aggregate Amount of EUR 650,000 | SH | Against | Against | Against |

## SOL SpA

**Meeting Date:** 05/12/2026 **Country:** Italy **Ticker:** SOL
**Record Date:** 04/30/2026 **Meeting Type:** Annual
**Primary Security ID:** T8711D103

**Shares Voted:** 211

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |

## SOL SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 0010 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 0020 | Approve Allocation of Income | Mgmt | For | For | For |
| 0030 | Approve Remuneration Policy | Mgmt | For | For | For |
| 0040 | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: - disclosure on the annual bonus awarded to the two general managers is limited and provided with a one-year delay. - the company paid significant amounts to all the executives under "other compensation" without providing any disclosure in relation to the nature or rationale of these payments.* | | | | |
| 0050 | Elect Federica Annoni as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This resolution warrants a vote AGAINST because the proposed candidate is non-independent and board independence would remain below one third after this election.* | | | | |
| | Shareholder Proposal Submitted by Gas and Technologies World BV | Mgmt | | | |
| 0060 | Approve Remuneration of Directors | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the proposed director remuneration has been disclosed, and no concerns have been noticed.* | | | | |
| | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 007A | Slate 1 Submitted by Gas and Technologies World BV | SH | None | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: - Shareholders can support only one slate. - Slate 2 is better positioned to represent the interests of global institutional investors and minority shareholders.* | | | | |
| 007B | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because: - Shareholders can support only one slate. - This slate has been presented by institutional investors, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carryout effective oversight on the management's behavior. - Candidates on this slate have agreed to abide by the chart of corporate governance principles adopted by Assogestioni.* | | | | |
| | Shareholder Proposal Submitted by Gas and Technologies World BV | Mgmt | | | |
| 0080 | Approve Internal Auditors' Remuneration | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.* | | | | |

## Solvay SA

**Meeting Date:** 05/12/2026 **Country:** Belgium **Ticker:** SOLB

**Record Date:** 04/28/2026 **Meeting Type:** Annual

**Primary Security ID:** B82095116

## Solvay SA

**Shares Voted:** 371

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 3 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 4 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.43 per Share | Mgmt | For | For | For |
| 5 | Approve Discharge of Directors | Mgmt | For | For | For |
| 6 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 7 | Approve Remuneration Report | Mgmt | For | For | For |
| 8 | Reelect Pierre Gurdjian as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Pierre Gurdjian is warranted for lack of diversity on the board.* | | | | |
| 9 | Transact Other Business | Mgmt | | | |

## SPX Technologies, Inc.

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** SPXC

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 78473E103

**Shares Voted:** 577

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Ricky D. Puckett | Mgmt | For | For | For |
| 1.2 | Elect Director Meenal A. Sethna | Mgmt | For | For | For |
| 1.3 | Elect Director Tana L. Utley | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

# TERNA Rete Elettrica Nazionale SpA

**Meeting Date:** 05/12/2026 **Country:** Italy **Ticker:** TRN
**Record Date:** 04/30/2026 **Meeting Type:** Annual
**Primary Security ID:** T9471R100

**Shares Voted:** 179,281

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| | Management Proposals | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by CDP Reti SpA | Mgmt | | | |
| 3 | Fix Number of Directors | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR this item is warranted because the proposed board size has been disclosed, and no concerns have been noticed.* | | | | |
| 4 | Fix Board Terms for Directors | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR as it is routine and non-contentious.* | | | | |
| | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 5.1 | Slate 1 Submitted by CDP Reti SpA | SH | None | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST this slate because: * Shareholders can support only one slate. * Slate 2 is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.* | | | | |
| 5.2 | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | For | For |
| | *Voting Policy Rationale: This resolution warrants a vote FOR because: * Shareholders can support only one slate. * This slate has been put forth by minority shareholders, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carry out an effective oversight on the management's behavior. * Candidates on this list have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni.* | | | | |
| | Shareholder Proposals Submitted by CDP Reti SpA | Mgmt | | | |
| 6 | Elect Stefano Cuzzilla as Board Chair | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because all information regarding the proposed nominee has been disclosed, and no material concerns have been noticed.* | | | | |
| 7 | Approve Remuneration of Directors | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the proposed remuneration has been disclosed, and no material concerns have been noticed.* | | | | |
| | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |

## TERNA Rete Elettrica Nazionale SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.1 | Slate 1 Submitted by CDP Reti SpA | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because * All proposed candidates under both slates possess the professional experience to fulfill their role of statutory auditors. * Supporting this slate would ensure that all statutory auditors are appointed through the slate election mechanism and that the chair is elected from the slate submitted by institutional investors.* | | | | |
| 8.2 | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because: * Shareholders can support only one slate. * All proposed candidates under both slates possess the professional experience to fulfill their role of statutory auditors. * Supporting Slate 1 would ensure that all statutory auditors are appointed through the slate election mechanism and that the chair is elected from the slate submitted by institutional investors.* | | | | |
| | Shareholder Proposal Submitted by CDP Reti SpA | Mgmt | | | |
| 9 | Approve Internal Auditors' Remuneration | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the proposed remuneration has been disclosed, and no material concerns have been noticed.* | | | | |
| | Management Proposals | Mgmt | | | |
| 10 | Approve Long-Term Incentive Plan Based on 2026-2030 Performance Shares | Mgmt | For | For | For |
| 11 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans | Mgmt | For | For | For |
| 12.1 | Approve Remuneration Policy | Mgmt | For | For | For |
| 12.2 | Approve Second Section of the Remuneration Report | Mgmt | For | For | For |

## TransUnion

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** TRU

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 89400J107

**Shares Voted:** 766

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director George M. Awad | Mgmt | For | For | For |
| 1b | Elect Director Christopher A. Cartwright | Mgmt | For | For | For |
| 1c | Elect Director Sayan Chakraborty | Mgmt | For | For | For |
| 1d | Elect Director Suzanne P. Clark | Mgmt | For | For | For |
| 1e | Elect Director Hamidou Dia | Mgmt | For | For | For |

## TransUnion

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director Russell P. Fradin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Charles E. Gottdiener | Mgmt | For | For | For |
| 1h | Elect Director Pamela A. Joseph | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Thomas L. Monahan, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director Ravi Kumar Singisetti | Mgmt | For | For | For |
| 1k | Elect Director Charlotte B. Yarkoni | Mgmt | For | For | For |
| 1l | Elect Director Linda K. Zukauckas | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as the ability to call special meetings would represent an improvement in shareholder rights and the proposed 10 percent threshold appears reasonable.* | | | | |

## Waste Management, Inc.

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** WM

**Record Date:** 03/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 94106L109

**Shares Voted:** 2,102

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Thomas L. Bene | Mgmt | For | For | For |
| 1b | Elect Director Bruce E. Chinn | Mgmt | For | For | For |
| 1c | Elect Director James C. Fish, Jr. | Mgmt | For | For | For |
| 1d | Elect Director Andres R. Gluski | Mgmt | For | For | For |

## Waste Management, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Victoria M. Holt | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Kathleen M. Mazzarella | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Sean E. Menke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director William B. Plummer | Mgmt | For | For | For |
| 1i | Elect Director Maryrose T. Sylvester | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Westinghouse Air Brake Technologies Corporation

**Meeting Date:** 05/12/2026 **Country:** USA **Ticker:** WAB

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 929740108

**Shares Voted:** 1,975

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Rafael Santana | Mgmt | For | For | For |
| 1b | Elect Director Lee C. Banks | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Byron S. Foster | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Advanced Micro Devices, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** AMD
**Record Date:** 03/19/2026 **Meeting Type:** Annual
**Primary Security ID:** 007903107

**Shares Voted:** 19,629

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Nora M. Denzel | Mgmt | For | For | For |
| 1b | Elect Director Michael P. Gregoire | Mgmt | For | For | For |
| 1c | Elect Director Joseph A. Householder | Mgmt | For | For | For |
| 1d | Elect Director John W. Marren | Mgmt | For | For | For |
| 1e | Elect Director KC McClure | Mgmt | For | For | For |
| 1f | Elect Director Lisa T. Su | Mgmt | For | For | For |
| 1g | Elect Director Abhi Y. Talwalkar | Mgmt | For | For | For |
| 1h | Elect Director Elizabeth W. Vanderslice | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold for shareholders to call a special meeting from 20 percent to 10 percent would enhance shareholders' ability to make use of the right and, given the company's size, abuse of the right would remain unlikely. Moreover, no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.*

## AIXTRON SE

**Meeting Date:** 05/13/2026 **Country:** Germany **Ticker:** AIXA
**Record Date:** 05/06/2026 **Meeting Type:** Annual
**Primary Security ID:** D0257Y135

**Shares Voted:** 578

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.15 per Share | Mgmt | For | For | For |

## AIXTRON SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |
| 6.1 | Ratify KPMG AG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 6.2 | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 7 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 8 | Approve Creation of EUR 41.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |

## Akamai Technologies, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** AKAM

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** 00971T101

**Shares Voted:** 644

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Janaki Akella | Mgmt | For | For | For |
| 1.2 | Elect Director Sharon Bowen | Mgmt | For | For | For |
| 1.3 | Elect Director Marianne Brown | Mgmt | For | For | For |
| 1.4 | Elect Director Bas Burger | Mgmt | For | For | For |
| 1.5 | Elect Director Dan Hesse | Mgmt | For | For | For |
| 1.6 | Elect Director Tom Killalea | Mgmt | For | For | For |
| 1.7 | Elect Director Tom Leighton | Mgmt | For | For | For |
| 1.8 | Elect Director Jonathan Miller | Mgmt | For | For | For |
| 1.9 | Elect Director Madhu Ranganathan | Mgmt | For | For | For |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |

*Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive * The three-year average burn rate is excessive * The plan allows broad discretion to accelerate vesting*

## Akamai Technologies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 5 | Provide Right to Call Special Meeting | Mgmt | For | For | For |
| 6 | Adjourn Meeting | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted given that Item 2 on the agenda does not merit support.* | | | | |
| 7 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 8 | Report on Political Contributions | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted. The company does not provide sufficient information on board oversight of political contributions and the company's trade association memberships. Additional disclosure would help shareholders better assess how the company manages risks relating to indirect political contributions.* | | | | |

## American International Group, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** AIG

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 026874784

**Shares Voted:** 3,580

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director James Cole, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director John (Chris) Inglis | Mgmt | For | For | For |
| 1c | Elect Director Courtney Leimkuhler | Mgmt | For | For | For |
| 1d | Elect Director Linda A. Mills | Mgmt | For | For | For |
| 1e | Elect Director Diana M. Murphy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Juan R. Perez | Mgmt | For | For | For |
| 1g | Elect Director Peter R. Porrino | Mgmt | For | For | For |
| 1h | Elect Director John G. Rice | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Vanessa A. Wittman | Mgmt | For | For | For |
| 1j | Elect Director Peter Zaffino | Mgmt | For | For | For |

## American International Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Amkor Technology, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** AMKR

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 031652100

**Shares Voted:** 402

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Susan Y. Kim | Mgmt | For | For | For |
| 1b | Elect Director Kevin K. Engel | Mgmt | For | For | For |
| 1c | Elect Director Douglas A. Alexander | Mgmt | For | For | For |
| 1d | Elect Director Roger A. Carolin | Mgmt | For | For | For |
| 1e | Elect Director Winston J. Churchill | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Daniel Liao | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director MaryFrances McCourt | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Robert R. Morse | Mgmt | For | For | For |
| 1i | Elect Director Giel Rutten | Mgmt | For | For | For |
| 1j | Elect Director Gil C. Tily | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director David N. Watson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Arcosa, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** ACA
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 039653100

**Shares Voted:** 562

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Joseph Alvarado | Mgmt | For | For | For |
| 1b | Elect Director Rhys J. Best | Mgmt | For | For | For |
| 1c | Elect Director Antonio Carrillo | Mgmt | For | For | For |
| 1d | Elect Director Jeffrey A. Craig | Mgmt | For | For | For |
| 1e | Elect Director Steven J. Demetriou | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director John W. Lindsay | Mgmt | For | For | For |
| 1g | Elect Director Kimberly S. Lubel | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Julie A. Piggott | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Melanie M. Trent | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Azelis Group NV

**Meeting Date:** 05/13/2026 **Country:** Belgium **Ticker:** AZE
**Record Date:** 04/29/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** B0R5SJ106

**Shares Voted:** 1,081

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual and Extraordinary Shareholders' Meeting | Mgmt | | | |
| | Ordinary Part | Mgmt | | | |

# Azelis Group NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Directors' and Auditors' Consolidated Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 3 | Receive Directors' and Auditors' Reports (Non-Voting) | Mgmt | | | |
| 4 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.23 per Share | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |
| 6 | Approve Remuneration Policy | Mgmt | For | For | For |
| 7 | Approve Discharge of Directors | Mgmt | For | For | For |
| 8 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 9.1 | Elect Aubolesama BV, Permanently Represented by Boris Cambon-Lalanne, as Director | Mgmt | For | For | For |
| 9.2.a | Elect Julian Francis as Independent Director | Mgmt | For | For | For |
| 9.2.b | Indicate Julian Francis as Independent Director | Mgmt | For | For | For |
| 9.3.a | Elect Miguel Kohlmann as Independent Director | Mgmt | For | For | For |
| 9.3.b | Indicate Miguel Kohlmann as Independent Director | Mgmt | For | For | For |
| 10 | Approve Auditors' Remuneration | Mgmt | For | For | For |
| 11 | Approve Change-of-Control Clause Re: Senior Unsecured Notes | Mgmt | For | For | For |
| 12 | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |
| | Extraordinary Part | Mgmt | | | |
| 1 | Renew Authorization to Increase Share Capital within the Framework of Authorized Capital | Mgmt | For | For | For |
| 2 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 3 | Amend Articles 17, 20 and 22 of the Articles of Association Re: Special Rights Founder Cancellation | Mgmt | For | For | For |

## Azelis Group NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve Other Amendments to the Articles of Association | Mgmt | For | For | For |

## Corbion NV

**Meeting Date:** 05/13/2026 **Country:** Netherlands **Ticker:** CRBN

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** N2334V109

**Shares Voted:** 521

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2. | Receive Report of Management Board (Non-Voting) | Mgmt | | | |
| 3. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4. | Approve Remuneration Report | Mgmt | For | For | For |
| 5. | Approve Dividends | Mgmt | For | For | For |
| 6. | Approve Discharge of Management Board | Mgmt | For | For | For |
| 7. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 8. | Elect Per Falholt to Supervisory Board | Mgmt | For | For | For |
| 9. | Elect Bob Elfring to Supervisory Board | Mgmt | For | For | For |
| 10. | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes | Mgmt | For | For | For |
| 11. | Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 12 | Mgmt | For | For | For |
| 12. | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because it is not in line with commonly used safeguards regarding volume as this is cumulative to the authorization as requested under Item 10 and 11 (i.e. the management board would be able to issue share up to 20 percent of the issued share capital in total).* | | | | |
| 13. | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 14. | Approve Cancellation of Repurchased Shares | Mgmt | For | For | For |

## Corbion NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15. | Ratify Deloitte Accountants B.V. as Auditors | Mgmt | For | For | For |
| 16. | Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 17. | Other Business (Non-Voting) | Mgmt | | | |
| 18 | Close Meeting | Mgmt | | | |

## Deutsche Boerse AG

**Meeting Date:** 05/13/2026 **Country:** Germany **Ticker:** DB1

**Record Date:** 05/06/2026 **Meeting Type:** Annual

**Primary Security ID:** D1882G119

**Shares Voted:** 1,516

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 4.20 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Approve Creation of EUR 16.8 Million Pool of Authorized Capital with Preemptive Rights | Mgmt | For | For | For |
| 6 | Elect Claudia Nemat to the Supervisory Board | Mgmt | For | For | For |
| 7 | Amend Articles Re: Introduction of a Second Deputy Chair | Mgmt | For | For | For |
| 8 | Approve Remuneration Report | Mgmt | For | For | For |
| 9a | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2026 | Mgmt | For | For | For |
| 9b | Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2026 | Mgmt | For | For | For |

## Elevance Health, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** ELV
**Record Date:** 03/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 036752103

**Shares Voted:** 2,245

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Gail K. Boudreaux | Mgmt | For | For | For |
| 1.2 | Elect Director Robert L. Dixon, Jr. | Mgmt | For | For | For |
| 1.3 | Elect Director Deanna D. Strable | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Oversee and Report on Independent Study Related to Company's Political Contributions | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted, as it supports enhanced assessment of potential reputational, governance, and stakeholder-related risks associated with direct corporate contributions to partisan 527s through an independent, analytical process. Such an assessment may provide incremental perspective on whether current practices expose the company to evolving risks or diverging stakeholder expectations, without mandating changes to current political engagement practices.* | | | | |

## Enphase Energy, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** ENPH
**Record Date:** 03/19/2026 **Meeting Type:** Annual
**Primary Security ID:** 29355A107

**Shares Voted:** 672

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Jamie Haenggi | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Benjamin Kortlang | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Richard Mora | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Enphase Energy, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting* | | | | |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Equinix, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** EQIX

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 29444U700

**Shares Voted:** 4,195

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Nanci Caldwell | Mgmt | For | For | For |
| 1b | Elect Director Adaire Fox-Martin | Mgmt | For | For | For |
| 1c | Elect Director Gary Hromadko | Mgmt | For | For | For |
| 1d | Elect Director Rebecca Kujawa | Mgmt | For | For | For |
| 1e | Elect Director Yanbing Li | Mgmt | For | For | For |
| 1f | Elect Director Charles Meyers | Mgmt | For | For | For |
| 1g | Elect Director Thomas Olinger | Mgmt | For | For | For |
| 1h | Elect Director Christopher Paisley | Mgmt | For | For | For |
| 1i | Elect Director Sandra Rivera | Mgmt | For | For | For |
| 1j | Elect Director Fidelma Russo | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would represent an enhancement to shareholders' ability to use the right, and the likelihood of abuse of the right is small.* | | | | |

## Everest Group, Ltd.

**Meeting Date:** 05/13/2026 **Country:** Bermuda **Ticker:** EG
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** G3223R108

**Shares Voted:** 587

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director John Amore | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director William F. Galtney, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director John A. Graf | Mgmt | For | For | For |
| 1.4 | Elect Director Meryl Hartzband | Mgmt | For | For | For |
| 1.5 | Elect Director Laura Hay | Mgmt | For | For | For |
| 1.6 | Elect Director John Howard | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Allen Levine | Mgmt | For | For | For |
| 1.8 | Elect Director Hazel McNeilage | Mgmt | For | For | For |
| 1.9 | Elect Director Darryl Page | Mgmt | For | For | For |
| 1.10 | Elect Director Roger M. Singer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.11 | Elect Director Jim Williamson | Mgmt | For | For | For |
| 2 | Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## First Solar, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** FSLR
**Record Date:** 03/19/2026 **Meeting Type:** Annual
**Primary Security ID:** 336433107

## First Solar, Inc.

**Shares Voted:** 5,754

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Michael J. Ahearn | Mgmt | For | For | For |
| 1.2 | Elect Director Anita Marangoly George | Mgmt | For | For | For |
| 1.3 | Elect Director Lisa A. Kro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Curtis A. Morgan | Mgmt | For | For | For |
| 1.5 | Elect Director William J. Post | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Venkata "Murthy" Renduchintala | Mgmt | For | For | For |
| 1.7 | Elect Director Paul H. Stebbins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Michael T. Sweeney | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Mark R. Widmar | Mgmt | For | For | For |
| 1.10 | Elect Director Norman L. Wright | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholder rights.* | | | | |

## freenet AG

**Meeting Date:** 05/13/2026 **Country:** Germany **Ticker:** FNTN

**Record Date:** 05/06/2026 **Meeting Type:** Annual

**Primary Security ID:** D3689Q134

# freenet AG

**Shares Voted:** 542

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 2.07 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Robin Harries for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Management Board Member Ingo Arnold for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.3 | Approve Discharge of Management Board Member Christoph Vilanek for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Management Board Member Nicole Engenhardt-Gille for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.5 | Approve Discharge of Management Board Member Stephan Esch for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.6 | Approve Discharge of Management Board Member Antonius Fromme for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.7 | Approve Discharge of Management Board Member Rickmann von Platen for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.1 | Approve Discharge of Supervisory Board Member Marc Tuengler for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Supervisory Board Member Knut Mackeprang for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Claudia Anderleit for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Supervisory Board Member Theo-Benneke Bretsch for Fiscal Year 2025 | Mgmt | For | For | For |

# freenet AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.5 | Approve Discharge of Supervisory Board Member Sabine Christiansen for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.6 | Approve Discharge of Supervisory Board Member Thomas Karlovits for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.7 | Approve Discharge of Supervisory Board Member Kerstin Lopatta for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.8 | Approve Discharge of Supervisory Board Member Tobias Marx for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.9 | Approve Discharge of Supervisory Board Member Frank Suwald for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.10 | Approve Discharge of Supervisory Board Member Robert Weidinger for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.11 | Approve Discharge of Supervisory Board Member Petra Winter for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.12 | Approve Discharge of Supervisory Board Member Miriam Wohlfarth for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify KPMG AG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7.1 | Elect Kerstin Lopatta to the Supervisory Board | Mgmt | For | For | For |
| 7.2 | Elect Miriam Wohlfarth to the Supervisory Board | Mgmt | For | For | For |
| 7.3 | Elect Sabine Christiansen to the Supervisory Board | Mgmt | For | For | For |
| 7.4 | Elect Marc Tuengler to the Supervisory Board | Mgmt | For | For | For |
| 7.5 | Elect Robert Weidinger to the Supervisory Board | Mgmt | For | For | For |
| 7.6 | Elect Johannes Wendt to the Supervisory Board | Mgmt | For | For | For |
| 8 | Approve Management Board Remuneration Policy | Mgmt | For | For | For |

## freenet AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Approve Supervisory Board Remuneration Policy | Mgmt | For | For | For |
| 10 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 11 | Authorize Use of Financial Derivatives when Repurchasing Shares | Mgmt | For | For | For |

## GFL Environmental Inc.

**Meeting Date:** 05/13/2026 **Country:** Canada **Ticker:** GFL

**Record Date:** 04/13/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** 36168Q104

**Shares Voted:** 1,917

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Holders of Subordinate Voting, Multiple Voting, Series A Convertible Preferred and Series B Convertible Preferred Shares | Mgmt | | | |
| 1.1 | Elect Director Patrick Dovigi | Mgmt | For | For | For |
| 1.2 | Elect Director Dino Chiesa | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Dino Chiesa, Sandra Levy, Jessica McDonald, Arun Nayar, and Paolo Notarnicola for lack of diversity on the board. Vote WITHHOLD for the continuing members of the compensation committee, including Paolo Notarnicola (committee chair), Dino Chiesa, Sandra Levy, Jessica McDonald, and Arun Nayar, as the committee has failed to adequately address pay-for-performance concerns over multiple years (see Item 5). Vote FOR all other proposed nominees.* | | | | |
| 1.3 | Elect Director Violet Konkle | Mgmt | For | For | For |
| 1.4 | Elect Director Arun Nayar | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Dino Chiesa, Sandra Levy, Jessica McDonald, Arun Nayar, and Paolo Notarnicola for lack of diversity on the board. Vote WITHHOLD for the continuing members of the compensation committee, including Paolo Notarnicola (committee chair), Dino Chiesa, Sandra Levy, Jessica McDonald, and Arun Nayar, as the committee has failed to adequately address pay-for-performance concerns over multiple years (see Item 5). Vote FOR all other proposed nominees.* | | | | |
| 1.5 | Elect Director Paolo Notarnicola | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Dino Chiesa, Sandra Levy, Jessica McDonald, Arun Nayar, and Paolo Notarnicola for lack of diversity on the board. Vote WITHHOLD for the continuing members of the compensation committee, including Paolo Notarnicola (committee chair), Dino Chiesa, Sandra Levy, Jessica McDonald, and Arun Nayar, as the committee has failed to adequately address pay-for-performance concerns over multiple years (see Item 5). Vote FOR all other proposed nominees.* | | | | |
| 1.6 | Elect Director Ven Poole | Mgmt | For | For | For |

## GFL Environmental Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director Jessica McDonald | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Dino Chiesa, Sandra Levy, Jessica McDonald, Arun Nayar, and Paolo Notarnicola for lack of diversity on the board. Vote WITHHOLD for the continuing members of the compensation committee, including Paolo Notarnicola (committee chair), Dino Chiesa, Sandra Levy, Jessica McDonald, and Arun Nayar, as the committee has failed to adequately address pay-for-performance concerns over multiple years (see Item 5). Vote FOR all other proposed nominees.* | | | | |
| 1.8 | Elect Director Sandra Levy | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Dino Chiesa, Sandra Levy, Jessica McDonald, Arun Nayar, and Paolo Notarnicola for lack of diversity on the board. Vote WITHHOLD for the continuing members of the compensation committee, including Paolo Notarnicola (committee chair), Dino Chiesa, Sandra Levy, Jessica McDonald, and Arun Nayar, as the committee has failed to adequately address pay-for-performance concerns over multiple years (see Item 5). Vote FOR all other proposed nominees.* | | | | |
| 2 | Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Re-approve Omnibus Long-Term Incentive Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this omnibus plan due to the following key factor(s): * The plan's detailed amendment provision does not sufficiently limit the board's ability to amend the plan without shareholder approval; * The plan's estimated cost is excessive; * The company has not disclosed the full text of the plan document; and * The plan contains a problematic change-in-control provision.* | | | | |
| 4 | Re-approve Deferred Share Unit Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST this Director DSU Plan as: * Non-employee directors participate in the plan on a discretionary basis; and * The plan's detailed amendment provision does not adequately restrict the ability of the board to amend the plan without shareholder approval.* | | | | |
| 5 | Advisory Vote on Executive Compensation Approach | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the say-on-pay resolution due to pay-for-performance misalignment, problematic pay practices, and lack of response to low say-on-pay support at the last AGM. Furthermore, shareholders are advised to vote WITHHOLD for the continuing compensation committee members: Paolo Notarnicola (committee chair), Dino Chiesa, Sandra Levy, Jessica McDonald and Arun Nayar.* | | | | |

## Greggs Plc

**Meeting Date:** 05/13/2026 **Country:** United Kingdom **Ticker:** GRG

**Record Date:** 05/11/2026 **Meeting Type:** Annual

**Primary Security ID:** G41076111

**Shares Voted:** 602

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Reappoint RSM UK Audit LLP as Auditors | Mgmt | For | For | For |
| 3 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |

## Greggs Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Matt Davies as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Matthew (Matt) Davies, Nigel Mills, Tamara Rogers and Lynne Weedall is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 6 | Re-elect Roisin Currie as Director | Mgmt | For | For | For |
| 7 | Re-elect Richard Hutton as Director | Mgmt | For | For | For |
| 8 | Re-elect Lynne Weedall as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Matthew (Matt) Davies, Nigel Mills, Tamara Rogers and Lynne Weedall is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 9 | Re-elect Nigel Mills as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Matthew (Matt) Davies, Nigel Mills, Tamara Rogers and Lynne Weedall is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 10 | Re-elect Tamara Rogers as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Matthew (Matt) Davies, Nigel Mills, Tamara Rogers and Lynne Weedall is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 11 | Elect Richard Smothers as Director | Mgmt | For | For | For |
| 12 | Approve Remuneration Report | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy | Mgmt | For | For | For |
| 14 | Amend Performance Share Plan | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Havas NV

**Meeting Date:** 05/13/2026 **Country:** Netherlands **Ticker:** HAVAS

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** N8T242112

## Havas NV

**Shares Voted:** 637

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Receive Report of Board of Directors (Non-Voting) | Mgmt | | | |
| 2.b. | Discussion on Company's Corporate Governance Structure | Mgmt | | | |
| 2.c. | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the proposed remuneration is below par in relation to market standards, particularly regarding the lacking disclosure on STI metrics' performance achievement (other executives) and lacking responsiveness on last year's vote.* | | | | |
| 2.d. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3.a. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 3.b. | Approve Dividend | Mgmt | For | For | For |
| 4. | Approve Discharge of Directors | Mgmt | For | For | For |
| 5.a. | Reappoint Deloitte Accountants B.V. as Auditors | Mgmt | For | For | For |
| 5.b. | Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 6.a. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 6.b. | Approve Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 7. | Allow Questions | Mgmt | | | |
| 8. | Close Meeting | Mgmt | | | |

## Insight Enterprises, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** NSIT

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 45765U103

**Shares Voted:** 125

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Richard E. Allen | Mgmt | For | For | For |

## Insight Enterprises, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director Bruce W. Armstrong | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Jack Azagury | Mgmt | For | For | For |
| 1d | Elect Director Linda M. Breard | Mgmt | For | For | For |
| 1e | Elect Director Catherine Courage | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Timothy A. Crown | Mgmt | For | For | For |
| 1g | Elect Director Janet Foutty | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Anthony A. Ibarguen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Thomas Reichert | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Girish Rishi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |

## Insmed Incorporated

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** INSM

**Record Date:** 03/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 457669307

**Shares Voted:** 583

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Elizabeth McKee Anderson | Mgmt | For | For | For |
| 1.2 | Elect Director Clarissa Desjardins | Mgmt | For | For | For |

## Insmed Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Intel Corporation

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** INTC

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 458140100

**Shares Voted:** 58,681

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Craig H. Barratt | Mgmt | For | For | For |
| 1b | Elect Director James J. Goetz | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Andrea J. Goldsmith | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Alyssa H. Henry | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Eric Meurice | Mgmt | For | For | For |
| 1f | Elect Director Barbara G. Novick | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Steve Sanghi | Mgmt | For | For | For |
| 1h | Elect Director Gregory D. Smith | Mgmt | For | For | For |
| 1i | Elect Director Stacy J. Smith | Mgmt | For | For | For |
| 1j | Elect Director Lip-Bu Tan | Mgmt | For | For | For |
| 1k | Elect Director Dion J. Weisler | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Intel Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan cost is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan allows broad discretion to accelerate vesting* | | | | |
| 5 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 6 | Report on Risks Related to Operations in China | SH | Against | Against | Against |
| 7 | Oversee Independent Review and Report on Human Rights Due Diligence Process | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. An independent review of the company's due diligence process would provide shareholders and other stakeholders with additional information concerning actual and potential human rights impacts of the company's business operations and would allow shareholders to better gauge how Intel is managing human rights-related risks.* | | | | |
| 8 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Ipsen SA

**Meeting Date:** 05/13/2026 **Country:** France **Ticker:** IPN
**Record Date:** 05/05/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** F5362H107

**Shares Voted:** 670

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 1.60 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |

# Ipsen SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Reelect HIGHROCK S.àr.l as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees (Pascal Touchon and Piet Wigerinck) are warranted in the absence of specific concerns (Items 6 and 7). Votes AGAINST the (re)elections of these non-independent nominees (Anne Beaufour, representing Highrock S.àr.l and Peter Guenter) are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 5 and 8). Votes AGAINST the (re)election are warranted since these shareholder's representatives (Anne Beaufour, representing Highrock S.àr.l and Peter Guenter) benefits from the company's distortive voting structure (Items 5 and 8).* | | | | |
| 6 | Reelect Pascal Touchon as Director | Mgmt | For | For | For |
| 7 | Reelect Piet Wigerinck as Director | Mgmt | For | For | For |
| 8 | Ratify Appointment of Peter Guenter as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees (Pascal Touchon and Piet Wigerinck) are warranted in the absence of specific concerns (Items 6 and 7). Votes AGAINST the (re)elections of these non-independent nominees (Anne Beaufour, representing Highrock S.àr.l and Peter Guenter) are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 5 and 8). Votes AGAINST the (re)election are warranted since these shareholder's representatives (Anne Beaufour, representing Highrock S.àr.l and Peter Guenter) benefits from the company's distortive voting structure (Items 5 and 8).* | | | | |
| 9 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of CEO and Executive Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The CEO's base salary increased and the company failed to provide a compelling rationale; * The LTIP performance conditions are not disclosed * The discretion policy for the LTIPs is vague and could lead to excessive payments * The derogation policy is deemed too broad.* | | | | |
| 12 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 13 | Approve Compensation of Marc de Garidel, Chairman of the Board | Mgmt | For | For | For |
| 14 | Approve Compensation of David Loew, CEO | Mgmt | For | For | For |
| 15 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 16 | Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The performance period is not disclosed. * The vesting period is considered short term oriented except for executive corporate officers.* | | | | |
| 17 | Amend Article 10.3 of Bylaws Re: Shareholding Disclosure Thresholds | Mgmt | For | For | For |
| 18 | Amend Article 24.3 of Bylaws to Incorporate Legal Changes Re: Record Date | Mgmt | For | For | For |

## Ipsen SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 19 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Mirion Technologies, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** MIR

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 60471A101

**Shares Voted:** 894

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Thomas D. Logan | Mgmt | For | For | For |
| 1.2 | Elect Director Kenneth C. Bockhorst | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Robert A. Cascella | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Steven W. Etzel | Mgmt | For | For | For |
| 1.5 | Elect Director Lawrence D. Kingsley | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director John W. Kuo | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Jody A. Markopoulos | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Sheila Rege | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche, LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

# Power Corporation of Canada

**Meeting Date:** 05/13/2026 **Country:** Canada **Ticker:** POW
**Record Date:** 03/18/2026 **Meeting Type:** Annual
**Primary Security ID:** 739239101

**Shares Voted:** 7,579

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Holders of Participating Preferred and Subordinate Voting Shares | Mgmt | | | |
| 1.1 | Elect Director Marcel R. Coutu | Mgmt | For | For | For |
| 1.2 | Elect Director Andre Desmarais | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Paul Desmarais Jr., Anthony Graham, Andre Desmarais, Sharon MacLeod, and Isabelle Marcoux for lack of diversity on the board. Vote AGAINST Paul Desmarais Jr. and Andre Desmarais for serving as controlling shareholders on the nominating committee. Vote FOR the other proposed nominees.* | | | | |
| 1.3 | Elect Director Paul Desmarais, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Paul Desmarais Jr., Anthony Graham, Andre Desmarais, Sharon MacLeod, and Isabelle Marcoux for lack of diversity on the board. Vote AGAINST Paul Desmarais Jr. and Andre Desmarais for serving as controlling shareholders on the nominating committee. Vote FOR the other proposed nominees.* | | | | |
| 1.4 | Elect Director Gary A. Doer | Mgmt | For | For | For |
| 1.5 | Elect Director Segolene Gallienne-Frere | Mgmt | For | For | For |
| 1.6 | Elect Director Anthony R. Graham | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Paul Desmarais Jr., Anthony Graham, Andre Desmarais, Sharon MacLeod, and Isabelle Marcoux for lack of diversity on the board. Vote AGAINST Paul Desmarais Jr. and Andre Desmarais for serving as controlling shareholders on the nominating committee. Vote FOR the other proposed nominees.* | | | | |
| 1.7 | Elect Director Sharon MacLeod | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Paul Desmarais Jr., Anthony Graham, Andre Desmarais, Sharon MacLeod, and Isabelle Marcoux for lack of diversity on the board. Vote AGAINST Paul Desmarais Jr. and Andre Desmarais for serving as controlling shareholders on the nominating committee. Vote FOR the other proposed nominees.* | | | | |
| 1.8 | Elect Director Paula B. Madoff | Mgmt | For | For | For |
| 1.9 | Elect Director Isabelle Marcoux | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Paul Desmarais Jr., Anthony Graham, Andre Desmarais, Sharon MacLeod, and Isabelle Marcoux for lack of diversity on the board. Vote AGAINST Paul Desmarais Jr. and Andre Desmarais for serving as controlling shareholders on the nominating committee. Vote FOR the other proposed nominees.* | | | | |
| 1.10 | Elect Director R. Jeffrey Orr | Mgmt | For | For | For |
| 1.11 | Elect Director James O'Sullivan | Mgmt | For | For | For |
| 1.12 | Elect Director T. Timothy Ryan, Jr. | Mgmt | For | For | For |
| 1.13 | Elect Director Siim A. Vanaselja | Mgmt | For | For | For |
| 1.14 | Elect Director Elizabeth D. Wilson | Mgmt | For | For | For |
| 2 | Ratify Deloitte LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Power Corporation of Canada

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Shareholder Proposals | Mgmt | | | |
| 4 | SP 1: Strengthen Shareholder Participation in Annual General Meetings (AGMs) | SH | Against | Against | Against |
| 5 | SP 2: Advisory Vote on Environmental Policies | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's plans to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks, and it would allow shareholders to express their opinions on the climate risk management practices of the company.* | | | | |

## Savills Plc

**Meeting Date:** 05/13/2026 **Country:** United Kingdom **Ticker:** SVS

**Record Date:** 05/11/2026 **Meeting Type:** Annual

**Primary Security ID:** G78283119

**Shares Voted:** 944

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Stacey Cartwright as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Stacey Cartwright, Simon Shaw, Richard Orders, Adriana (Andi) Karaboutis, Sooi Chuen (Philip) Lee, Dana Roffman, Marcus Sperber, Florence Tondu-Melique and John Waters is warranted for lack of diversity on the board.* | | | | |
| 5 | Re-elect Simon Shaw as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Stacey Cartwright, Simon Shaw, Richard Orders, Adriana (Andi) Karaboutis, Sooi Chuen (Philip) Lee, Dana Roffman, Marcus Sperber, Florence Tondu-Melique and John Waters is warranted for lack of diversity on the board.* | | | | |
| 6 | Elect Nick Sanderson as Director | Mgmt | For | For | For |
| 7 | Re-elect Florence Tondu-Melique as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Stacey Cartwright, Simon Shaw, Richard Orders, Adriana (Andi) Karaboutis, Sooi Chuen (Philip) Lee, Dana Roffman, Marcus Sperber, Florence Tondu-Melique and John Waters is warranted for lack of diversity on the board.* | | | | |
| 8 | Re-elect Dana Roffman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Stacey Cartwright, Simon Shaw, Richard Orders, Adriana (Andi) Karaboutis, Sooi Chuen (Philip) Lee, Dana Roffman, Marcus Sperber, Florence Tondu-Melique and John Waters is warranted for lack of diversity on the board.* | | | | |

## Savills Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Re-elect Philip Lee as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Stacey Cartwright, Simon Shaw, Richard Orders, Adriana (Andi) Karaboutis, Sooi Chuen (Philip) Lee, Dana Roffman, Marcus Sperber, Florence Tondu-Melique and John Waters is warranted for lack of diversity on the board.* | | | | |
| 10 | Re-elect Richard Orders as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Stacey Cartwright, Simon Shaw, Richard Orders, Adriana (Andi) Karaboutis, Sooi Chuen (Philip) Lee, Dana Roffman, Marcus Sperber, Florence Tondu-Melique and John Waters is warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect Marcus Sperber as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Stacey Cartwright, Simon Shaw, Richard Orders, Adriana (Andi) Karaboutis, Sooi Chuen (Philip) Lee, Dana Roffman, Marcus Sperber, Florence Tondu-Melique and John Waters is warranted for lack of diversity on the board.* | | | | |
| 12 | Re-elect John Waters as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Stacey Cartwright, Simon Shaw, Richard Orders, Adriana (Andi) Karaboutis, Sooi Chuen (Philip) Lee, Dana Roffman, Marcus Sperber, Florence Tondu-Melique and John Waters is warranted for lack of diversity on the board.* | | | | |
| 13 | Re-elect Adriana Karaboutis as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Stacey Cartwright, Simon Shaw, Richard Orders, Adriana (Andi) Karaboutis, Sooi Chuen (Philip) Lee, Dana Roffman, Marcus Sperber, Florence Tondu-Melique and John Waters is warranted for lack of diversity on the board.* | | | | |
| 14 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Simon Property Group, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** SPG

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 828806109

## Simon Property Group, Inc.

**Shares Voted:** 4,303

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Glyn F. Aeppel | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Martin J. Cicco | Mgmt | For | For | For |
| 1c | Elect Director Larry C. Glasscock | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Nina P. Jones | Mgmt | For | For | For |
| 1e | Elect Director Reuben S. Leibowitz | Mgmt | For | For | For |
| 1f | Elect Director Randall J. Lewis | Mgmt | For | For | For |
| 1g | Elect Director Gary M. Rodkin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Peggy Fang Roe | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Stefan M. Selig | Mgmt | For | For | For |
| 1j | Elect Director Daniel C. Smith | Mgmt | For | For | For |
| 1k | Elect Director Marta R. Stewart | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: There are some concerns regarding the STIP design and the absence of forward-looking LTIP goals. However, the committee exercised discretion to not pay out the full bonus pool funding, and equity awards are predominantly performance-based and utilize a multi-year measurement period. CEO pay and company performance show quantitative alignment for the year in review. Nevertheless, the compensation committee demonstrated only a limited degree of responsiveness to last year's failed say-on-pay vote. The 2026 proxy discloses shareholder engagement efforts and shareholders' specific concerns, which centered on the quantum of prior transaction awards and desire for increased clarity of disclosure. However, the committee's response to those concerns lacks sufficient specificity and therefore falls short of a robust response, which is expected after a failed vote. In light of this concern, a vote AGAINST this proposal is warranted.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Skyworks Solutions, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** SWKS

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** 83088M102

# Skyworks Solutions, Inc.

**Shares Voted:** 781

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Christine King | Mgmt | For | For | For |
| 1b | Elect Director Philip G. Brace | Mgmt | For | For | For |
| 1c | Elect Director Alan S. Batey | Mgmt | For | For | For |
| 1d | Elect Director Kevin L. Beebe | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Eric J. Guerin | Mgmt | For | For | For |
| 1f | Elect Director Suzanne E. McBride | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director David P. McGlade | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Robert A. Schriesheim | Mgmt | For | For | For |
| 1i | Elect Director Maryann Turcke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the short- and long-term programs are largely performance based, a concern with target setting is noted in the annual program, as goals were set below the prior year's actual performance without a corresponding reduction in payout. This concern is magnified due to payouts being above target despite actual performance declining from the prior year. In addition, the CEO received a new-hire award upon joining the company. Although the award is entirely in performance-conditioned equity and based on rigorous stock price goals, the potential value that could be earned from the award is sizeable.* | | | | |
| 4 | Eliminate Supermajority Vote Requirements Relating to Stockholder Approval of Mergers, Consolidations, Asset Dispositions, and Issuances of Substantial Amounts of Securities | Mgmt | For | For | For |
| 5 | Eliminate Supermajority Vote Requirements Relating to Stockholder Approval of Business Combinations with Related Persons | Mgmt | For | For | For |
| 6 | Eliminate Supermajority Vote Requirements Relating to Stockholder Amendments of Charter Provisions Governing Directors | Mgmt | For | For | For |

## Skyworks Solutions, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Eliminate Supermajority Vote Requirements Relating to Stockholder Amendments of Charter Provisions Governing Stockholder Action | Mgmt | For | For | For |
| 8 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan cost is excessive - The plan allows broad discretion to accelerate vesting* | | | | |
| 9 | Report on Efforts to Reduce GHG Emissions | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as the requested disclosure would allow shareholders to better evaluate the company's management of climate-related risks and its plans to reduce GHG emissions. Further, additional information would help the company prepare for potential regulatory requirements.* | | | | |

## Sofina SA

**Meeting Date:** 05/13/2026 **Country:** Belgium **Ticker:** SOF

**Record Date:** 04/29/2026 **Meeting Type:** Annual

**Primary Security ID:** B80925124

**Shares Voted:** 170

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1.1 | Receive Directors' and Auditors' Reports (Non-Voting) | Mgmt | | | |
| 1.2 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 1.3 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.66 per Share | Mgmt | For | For | For |
| 2.1 | Presentation of the Remuneration Report Relating to the Financial Year 2025 | Mgmt | | | |
| 2.2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Directors | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 4.1 | Elect Charles Peugeot as Independent Director | Mgmt | For | For | For |
| 4.2 | Elect Union Financiere Boel SA, Permanently Represented by Pascal Hubinont, as Director | Mgmt | For | For | For |
| 4.3 | Reelect Michele Sioen as Independent Director | Mgmt | For | For | For |

## Sofina SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.4 | Reelect Leslie Teo as Independent Director | Mgmt | For | For | For |
| 4.5 | Reelect Rajeev Vasudeva as Independent Director | Mgmt | For | For | For |
| 4.6 | Reelect Felix Goblet d'Alviella as Director | Mgmt | For | For | For |
| 5 | Ratify Ernst and Young, Permanently Represented by Christophe Boschmans and Sarah Dupuis, as Auditors and Approve Auditors' Remuneration | Mgmt | For | For | For |
| 6 | Approve Change-of-Control Clause Set Out in Clause 6.3 of the Terms and Conditions Included in the Information Memorandum Dated 7 November 2025 | Mgmt | For | For | For |
| 7 | Transact Other Business | Mgmt | | | |

## Spirax Group Plc

**Meeting Date:** 05/13/2026 **Country:** United Kingdom **Ticker:** SPX

**Record Date:** 05/11/2026 **Meeting Type:** Annual

**Primary Security ID:** G83561129

**Shares Voted:** 284

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Policy | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 6 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 7 | Re-elect Tim Cobbold as Director | Mgmt | For | For | For |
| 8 | Re-elect Nimesh Patel as Director | Mgmt | For | For | For |
| 9 | Re-elect Louisa Burdett as Director | Mgmt | For | For | For |
| 10 | Elect Maria Antoniou as Director | Mgmt | For | For | For |

## Spirax Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Re-elect Angela Archon as Director | Mgmt | For | For | For |
| 12 | Re-elect Constance Baroudel as Director | Mgmt | For | For | For |
| 13 | Re-elect Peter France as Director | Mgmt | For | For | For |
| 14 | Re-elect Richard Gillingwater as Director | Mgmt | For | For | For |
| 15 | Re-elect Caroline Johnstone as Director | Mgmt | For | For | For |
| 16 | Elect Andrew Kemp as Director | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 18 | Approve Scrip Dividend Program | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Approve Share Award Plan | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 23 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 24 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Temenos AG

**Meeting Date:** 05/13/2026 **Country:** Switzerland **Ticker:** TEMN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H8547Q107

**Shares Voted:** 253

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report | Mgmt | For | For | For |

# Temenos AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * A meaningful portion of LTI awards (35 percent) are granted in the form of RSUs subject to time-based vesting, and are also subject to annual vesting over a three-year period. These features are not in line with market practice, though shareholders may wish to refer to the rationale provided by the company. * The company's remuneration report has failed at each of the past two AGMs, and though the report continues to announce refinements to the framework and provides some additional explanations, it remains the case that the specific issues raised by shareholders are not detailed, nor how they have been addressed. * The report does not disclose a policy for granted LTI awards, and reported grant values in FY25 appear high in the context of market practice. * The value of vested equity awards is not separately disclosed.* | | | | |
| 2 | Approve Allocation of Income and Dividends of CHF 1.40 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1 | Approve Remuneration of Directors in the Amount of USD 2.6 Million | Mgmt | For | For | For |
| 4.2 | Approve Remuneration of Executive Committee in the Amount of USD 32 Million | Mgmt | For | For | For |
| 5.1 | Approve CHF 19.8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 5.2 | Approve Creation of Capital Band within the Upper Limit of CHF 360.4 Million and the Lower Limit of CHF 319.2 Million with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 6.1 | Reelect Thibault de Tersant as Director and Board Chair | Mgmt | For | For | For |
| 6.2 | Reelect Maurizio Carli as Director | Mgmt | For | For | For |
| 6.3 | Reelect Cecilia Hulten as Director | Mgmt | For | For | For |
| 6.4 | Reelect Xavier Cauchois as Director | Mgmt | For | For | For |
| 6.5 | Reelect Laurie Readhead as Director | Mgmt | For | For | For |
| 6.6 | Reelect Michael Gorriz as Director | Mgmt | For | For | For |
| 6.7 | Reelect Felicia Alvaro as Director | Mgmt | For | For | For |
| 7.1 | Reappoint Cecilia Hulten as Member of the Nomination, Compensation & Sustainability Committee | Mgmt | For | For | For |
| 7.2 | Reappoint Maurizio Carli as Member of the Nomination, Compensation & Sustainability Committee | Mgmt | For | For | For |

## Temenos AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.3 | Reappoint Michael Gorriz as Member of the Nomination, Compensation & Sustainability Committee | Mgmt | For | For | For |
| 8 | Designate KBLex S.A. as Independent Proxy | Mgmt | For | For | For |
| 9 | Ratify PricewaterhouseCoopers S.A. as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the auditor has been engaged for more than 20 years.* | | | | |
| 10 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Tencent Holdings Limited

**Meeting Date:** 05/13/2026 **Country:** Cayman Islands **Ticker:** 700

**Record Date:** 05/07/2026 **Meeting Type:** Annual

**Primary Security ID:** G87572163

**Shares Voted:** 56,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3a | Elect Jacobus Petrus (Koos) Bekker as Director | Mgmt | For | For | For |
| 3b | Elect Ian Charles Stone as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Ian Charles Stone is warranted for lack of diversity on the board. A vote FOR the remaining nominee Jacobus (Koos) Bekker is warranted.* | | | | |
| 3c | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 4 | Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding the audit firm's conduct.* | | | | |
| 5 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuances of shares for cash and non-cash consideration.* | | | | |

## Tencent Holdings Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |

## TKH Group NV

**Meeting Date:** 05/13/2026 **Country:** Netherlands **Ticker:** TWEKA

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** N8661A121

**Shares Voted:** 273

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2.a. | Receive Report of Executive Board, Dutch Corporate Governance Code and Annual Financial Statements (Non-Voting) | Mgmt | | | |
| 2.b. | Approve Remuneration Report | Mgmt | For | For | For |
| 2.c. | Adopt Financial Statements | Mgmt | For | For | For |
| 2.d. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 2.e. | Approve Dividends | Mgmt | For | For | For |
| 2.f. | Approve Discharge of Executive Board | Mgmt | For | For | For |
| 2.g. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 3 | Reelect H.J. Voortman to Executive Board | Mgmt | For | For | For |
| 4 | Reelect P.W.B. Oosterveer to Supervisory Board | Mgmt | For | For | For |
| 5.a. | Grant Board Authority to Issue Shares and Cumulative Financing Preference Shares | Mgmt | For | For | For |
| 5b | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 6. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 7. | Approve Reduction in Share Capital through Cancellation of Shares | Mgmt | For | For | For |
| 8. | Close Meeting | Mgmt | | | |

# TP ICAP Group Plc

**Meeting Date:** 05/13/2026 **Country:** Jersey **Ticker:** TCAP
**Record Date:** 05/11/2026 **Meeting Type:** Annual
**Primary Security ID:** G8963N100

**Shares Voted:** 3,723

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Committee Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Richard Berliand as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Berliand, Kathleen (Kath) Cates, Tracy Clarke, Angela Crawford-Ingle, Mark Hemsley, and Yok Tak (Amy) Yip is warranted for lack of diversity on the board.* | | | | |
| 5 | Re-elect Nicolas Breteau as Director | Mgmt | For | For | For |
| 6 | Re-elect Kath Cates as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Berliand, Kathleen (Kath) Cates, Tracy Clarke, Angela Crawford-Ingle, Mark Hemsley, and Yok Tak (Amy) Yip is warranted for lack of diversity on the board.* | | | | |
| 7 | Re-elect Tracy Clarke as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Berliand, Kathleen (Kath) Cates, Tracy Clarke, Angela Crawford-Ingle, Mark Hemsley, and Yok Tak (Amy) Yip is warranted for lack of diversity on the board.* | | | | |
| 8 | Re-elect Angela Crawford-Ingle as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Berliand, Kathleen (Kath) Cates, Tracy Clarke, Angela Crawford-Ingle, Mark Hemsley, and Yok Tak (Amy) Yip is warranted for lack of diversity on the board.* | | | | |
| 9 | Re-elect Mark Hemsley as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Berliand, Kathleen (Kath) Cates, Tracy Clarke, Angela Crawford-Ingle, Mark Hemsley, and Yok Tak (Amy) Yip is warranted for lack of diversity on the board.* | | | | |
| 10 | Re-elect Philip Price as Director | Mgmt | For | For | For |
| 11 | Elect Stuart Staley as Director | Mgmt | For | For | For |
| 12 | Re-elect Robin Stewart as Director | Mgmt | For | For | For |
| 13 | Re-elect Amy Yip as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Berliand, Kathleen (Kath) Cates, Tracy Clarke, Angela Crawford-Ingle, Mark Hemsley, and Yok Tak (Amy) Yip is warranted for lack of diversity on the board.* | | | | |
| 14 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |

## TP ICAP Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Hold Any Repurchased Shares as Treasury Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Unilever Plc

**Meeting Date:** 05/13/2026 **Country:** United Kingdom **Ticker:** ULVR

**Record Date:** 05/11/2026 **Meeting Type:** Annual

**Primary Security ID:** G92087348

**Shares Voted:** 8,390

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Elect Srinivas Phatak as Director | Mgmt | For | For | For |
| 5 | Re-elect Fernando Fernandez as Director | Mgmt | For | For | For |
| 6 | Re-elect Adrian Hennah as Director | Mgmt | For | For | For |
| 7 | Re-elect Susan Kilsby as Director | Mgmt | For | For | For |
| 8 | Re-elect Ruby Lu as Director | Mgmt | For | For | For |
| 9 | Re-elect Judith McKenna as Director | Mgmt | For | For | For |
| 10 | Re-elect Ian Meakins as Director | Mgmt | For | For | For |
| 11 | Re-elect Benoit Potier as Director | Mgmt | For | For | For |
| 12 | Re-elect Nelson Peltz as Director | Mgmt | For | For | For |

## Unilever Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Re-elect Zoe Yujnovich as Director | Mgmt | For | For | For |
| 14 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Unity Software Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** U

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 91332U101

**Shares Voted:** 1,629

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Matthew Bromberg | Mgmt | For | For | For |
| 1.2 | Elect Director Keisha Smith | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Keisha Smith given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director James M. Whitehurst | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following a failed say-on-pay vote result, the company did not make sufficient changes to the pay program in response to shareholder concerns. Additionally, a significant new-hire award was made in early FY25 consisting entirely of time-vesting equity. Lastly, a former NEO received significant benefits upon an apparent voluntary departure, though the proxy clearly discloses that such benefits will only be payable upon a qualifying termination going forward.* | | | | |

# Universal Music Group NV

**Meeting Date:** 05/13/2026 **Country:** Netherlands **Ticker:** UMG
**Record Date:** 04/15/2026 **Meeting Type:** Annual
**Primary Security ID:** N90313102

**Shares Voted:** 4,794

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2. | Receive Annual Report | Mgmt | | | |
| 3. | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: - Total 2025 realized pay is EUR 49.6 million and considered to be excessive; and - LTI design remains in deviation of best market practice by half of LTI not being subject to performance conditions and tiered-vesting starting 12-month following grant. Additionally, part of LTI vested for below median TSR performance. However, the company provided improved disclosure on the performance assessment of the STI and LTI (PSU award) plan.* | | | | |
| 4. | Adopt Financial Statements | Mgmt | For | For | For |
| 5.a. | Receive Explanation on Company's Dividend Policy | Mgmt | | | |
| 5.b. | Approve Dividends | Mgmt | For | For | For |
| 6.a. | Approve Discharge of Executive Directors | Mgmt | For | For | For |
| 6.b. | Approve Discharge of Non-Executive Directors | Mgmt | For | For | For |
| 7. | Reelect Vincent Vallejo as Executive Director | Mgmt | For | For | For |
| 8.a. | Reelect Nicole Avant as Non-Executive Director | Mgmt | For | For | For |
| 8.b. | Reelect Margaret Frerejean-Taittinger as Non-Executive Director | Mgmt | For | For | For |
| 8.c. | Reelect Mandy Ginsberg as Non-Executive Director | Mgmt | For | For | For |
| 8.d | Reelect Cathia Lawson-Hall as Non-Executive Director | Mgmt | For | For | For |
| 8.e. | Reelect James Mitchell as Non-Executive Director | Mgmt | For | For | For |
| 8.f. | Reelect Eric Sprunk as Non-Executive Director | Mgmt | For | For | For |
| 9.a. | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 9.b. | Approve Cancellation of Shares | Mgmt | For | For | For |
| 10. | Ratify Auditors | Mgmt | For | For | For |
| 11. | Other Business | Mgmt | | | |
| 12. | Close Meeting | Mgmt | | | |

# Valiant Holding AG

**Meeting Date:** 05/13/2026 **Country:** Switzerland **Ticker:** VATN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H90203128

**Shares Voted:** 75

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Sustainability Report (Non-Binding) | Mgmt | For | For | For |
| 3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5 | Approve Allocation of Income and Dividends of CHF 6.00 per Share | Mgmt | For | For | For |
| 6.1 | Approve Remuneration of Directors in the Amount of CHF 1.7 Million | Mgmt | For | For | For |
| 6.2 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.8 Million | Mgmt | For | For | For |
| 6.3 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.8 Million | Mgmt | For | For | For |
| 7.1 | Reelect Markus Gygax as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Markus Gygax, Maya Bundt, and Roger Harlacher are warranted for lack of diversity on the board. A vote AGAINST Christoph Buehler is warranted because he is non-independent and is currently the chair of the audit committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.2 | Reelect Christoph Buehler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Markus Gygax, Maya Bundt, and Roger Harlacher are warranted for lack of diversity on the board. A vote AGAINST Christoph Buehler is warranted because he is non-independent and is currently the chair of the audit committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.3 | Reelect Barbara Artmann as Director | Mgmt | For | For | For |
| 7.4 | Reelect Maya Bundt as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Markus Gygax, Maya Bundt, and Roger Harlacher are warranted for lack of diversity on the board. A vote AGAINST Christoph Buehler is warranted because he is non-independent and is currently the chair of the audit committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.5 | Reelect Roger Harlacher as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Markus Gygax, Maya Bundt, and Roger Harlacher are warranted for lack of diversity on the board. A vote AGAINST Christoph Buehler is warranted because he is non-independent and is currently the chair of the audit committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.6 | Reelect Roland Herrmann as Director | Mgmt | For | For | For |

## Valiant Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.7 | Reelect Marion Khueny as Director | Mgmt | For | For | For |
| 7.8 | Reelect Ronald Traechsel as Director | Mgmt | For | For | For |
| 8.1 | Reappoint Maya Bundt as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Markus Gygax, Maya Bundt, and Roger Harlacher are warranted for lack of diversity on the board. A vote AGAINST Christoph Buehler is warranted because he is non-independent and is currently the chair of the audit committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 8.2 | Reappoint Markus Gygax as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Markus Gygax, Maya Bundt, and Roger Harlacher are warranted for lack of diversity on the board. A vote AGAINST Christoph Buehler is warranted because he is non-independent and is currently the chair of the audit committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 8.3 | Reappoint Roger Harlacher as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Markus Gygax, Maya Bundt, and Roger Harlacher are warranted for lack of diversity on the board. A vote AGAINST Christoph Buehler is warranted because he is non-independent and is currently the chair of the audit committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the firm has been engaged for more than 10 years without a public tender process.* | | | | |
| 10 | Designate burckhardt AG as Independent Proxy | Mgmt | For | For | For |
| 11 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Ventas, Inc.

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** VTR

**Record Date:** 03/18/2026 **Meeting Type:** Annual

**Primary Security ID:** 92276F100

**Shares Voted:** 2,004

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Melody C. Barnes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Theodore R. Bigman | Mgmt | For | For | For |

## Ventas, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Debra A. Cafaro | Mgmt | For | For | For |
| 1d | Elect Director Michael J. Embler | Mgmt | For | For | For |
| 1e | Elect Director Matthew J. Lustig | Mgmt | For | For | For |
| 1f | Elect Director Roxanne M. Martino | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Marguerite M. Nader | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Sean P. Nolan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Walter C. Rakowich | Mgmt | For | For | For |
| 1j | Elect Director Joe V. Rodriguez, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Sumit Roy | Mgmt | For | For | For |
| 1l | Elect Director Maurice S. Smith | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Veralto Corporation

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** VLTO

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 92338C103

**Shares Voted:** 3,378

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jennifer L. Honeycutt | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Linda Filler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Veralto Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Heath A. Mitts | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Thomas L. Williams | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Vertex Pharmaceuticals Incorporated

**Meeting Date:** 05/13/2026 **Country:** USA **Ticker:** VRTX

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 92532F100

**Shares Voted:** 2,802

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Sangeeta N. Bhatia | Mgmt | For | For | For |
| 1.2 | Elect Director Lloyd Carney | Mgmt | For | For | For |
| 1.3 | Elect Director Alan Garber | Mgmt | For | For | For |
| 1.4 | Elect Director Reshma Kewalramani | Mgmt | For | For | For |
| 1.5 | Elect Director Michel Lagarde | Mgmt | For | For | For |
| 1.6 | Elect Director Jeffrey M. Leiden | Mgmt | For | For | For |
| 1.7 | Elect Director Diana McKenzie | Mgmt | For | For | For |
| 1.8 | Elect Director Bruce I. Sachs | Mgmt | For | For | For |
| 1.9 | Elect Director Jennifer Schneider | Mgmt | For | For | For |
| 1.10 | Elect Director Nancy Thornberry | Mgmt | For | For | For |
| 1.11 | Elect Director Suketu Upadhyay *Withdrawn Resolution* | Mgmt | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

## Vertex Pharmaceuticals Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to act by written consent would improve shareholder rights.* | | | | |

## Vistry Group Plc

**Meeting Date:** 05/13/2026 **Country:** United Kingdom **Ticker:** VTY

**Record Date:** 05/11/2026 **Meeting Type:** Annual

**Primary Security ID:** G9424B107

**Shares Voted:** 1,548

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is considered warranted: * The Company has exercised upwards discretion to increase bonus outcomes for Executive Directors to 47% of maximum opportunity (from 34%). * The resulting increase in bonus driven by this discretionary adjustment is material (GBP 312,000 for the CEO/Executive Chair). * This is the second consecutive year where they have been concerns about the use, or non-use, of discretion.* | | | | |
| 3 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is considered warranted: * The Company is introducing a so-called 'hybrid' LTIP arrangement under the proposed remuneration policy. Whilst there is an ongoing discussion concerning the use of a combination of performance/restricted shares in the UK market, the arrangements proposed at Vistry Group Plc deviate from investor expectations. The concerns are: * The annual vesting of restricted shares; and * The flexibility embedded within the remuneration policy to veer between performance and restricted shares.* | | | | |
| 4 | Approve Long Term Incentive Plan | Mgmt | For | For | For |
| 5 | Re-elect Gregory Fitzgerald as Director (WITHDRAWN) | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote is considered warranted. Following the announcement provided on 13 April 2026, Greg Fitzgerald has now stepped down from the Board [LINK]. The resolution to approve his re-election to the Board has been withdrawn. A vote AGAINST incumbent nomination committee members Robert (Rob) Woodward, Rowan Baker, Usman Nabi, Paul Whetsell and Alice Woodwark is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6 | Re-elect Timothy Lawlor as Director | Mgmt | For | For | For |
| 7 | Re-elect Robert Woodward as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: An ABSTAIN vote is considered warranted. Following the announcement provided on 13 April 2026, Greg Fitzgerald has now stepped down from the Board [LINK]. The resolution to approve his re-election to the Board has been withdrawn. A vote AGAINST incumbent nomination committee members Robert (Rob) Woodward, Rowan Baker, Usman Nabi, Paul Whetsell and Alice Woodwark is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

# Vistry Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Re-elect Rowan Baker as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: An ABSTAIN vote is considered warranted. Following the announcement provided on 13 April 2026, Greg Fitzgerald has now stepped down from the Board [LINK]. The resolution to approve his re-election to the Board has been withdrawn. A vote AGAINST incumbent nomination committee members Robert (Rob) Woodward, Rowan Baker, Usman Nabi, Paul Whetsell and Alice Woodwark is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Usman Shamshad Nabi as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: An ABSTAIN vote is considered warranted. Following the announcement provided on 13 April 2026, Greg Fitzgerald has now stepped down from the Board [LINK]. The resolution to approve his re-election to the Board has been withdrawn. A vote AGAINST incumbent nomination committee members Robert (Rob) Woodward, Rowan Baker, Usman Nabi, Paul Whetsell and Alice Woodwark is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Paul Whetsell as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: An ABSTAIN vote is considered warranted. Following the announcement provided on 13 April 2026, Greg Fitzgerald has now stepped down from the Board [LINK]. The resolution to approve his re-election to the Board has been withdrawn. A vote AGAINST incumbent nomination committee members Robert (Rob) Woodward, Rowan Baker, Usman Nabi, Paul Whetsell and Alice Woodwark is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect Alice Woodwark as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: An ABSTAIN vote is considered warranted. Following the announcement provided on 13 April 2026, Greg Fitzgerald has now stepped down from the Board [LINK]. The resolution to approve his re-election to the Board has been withdrawn. A vote AGAINST incumbent nomination committee members Robert (Rob) Woodward, Rowan Baker, Usman Nabi, Paul Whetsell and Alice Woodwark is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Elect Susan Farr as Director | Mgmt | For | For | For |
| 13 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## AT&T Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** T
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 00206R102

**Shares Voted:** 36,231

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kelly J. Grier | Mgmt | For | For | For |
| 1.2 | Elect Director William E. Kennard | Mgmt | For | For | For |
| 1.3 | Elect Director Stephen J. Luczo | Mgmt | For | For | For |
| 1.4 | Elect Director Marissa A. Mayer | Mgmt | For | For | For |
| 1.5 | Elect Director Michael B. McCallister | Mgmt | For | For | For |
| 1.6 | Elect Director Beth E. Mooney | Mgmt | For | For | For |
| 1.7 | Elect Director Matthew K. Rose | Mgmt | For | For | For |
| 1.8 | Elect Director John T. Stankey | Mgmt | For | For | For |
| 1.9 | Elect Director Cynthia B. Taylor | Mgmt | For | For | For |
| 1.10 | Elect Director Luis A. Ubiñas | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers | Mgmt | For | For | For |
| 5 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 6 | Amend Stock Purchase and Deferral Plan | Mgmt | For | For | For |
| 7 | Lower Ownership Threshold for Action by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that lowering the ownership threshold to act by written consent would enhance shareholder rights.* | | | | |
| 8 | Adopt a Policy to Annually Disclose EEO-1 Report | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. A detailed breakdown of the company's workforce by race, ethnicity, and gender would enable shareholders to evaluate the effectiveness of the company's diversity performance and offer comparable data.* | | | | |

## ATI Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** ATI
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 01741R102

## ATI Inc.

**Shares Voted:** 1,594

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kimberly A. Fields | Mgmt | For | For | For |
| 1.2 | Elect Director Elizabeth H. Lund | Mgmt | For | For | For |
| 1.3 | Elect Director David J. Morehouse | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## AtkinsRealis Group Inc.

**Meeting Date:** 05/14/2026 **Country:** Canada **Ticker:** ATRL

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 04764T104

**Shares Voted:** 883

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Gary C. Baughman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Gary Baughman, Nathalie Marcotte, Robert Pare, and Benita Warmbold for lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Mary-Ann Bell | Mgmt | For | For | For |
| 1.3 | Elect Director Christie J.B. Clark | Mgmt | For | For | For |
| 1.4 | Elect Director Ian L. Edwards | Mgmt | For | For | For |
| 1.5 | Elect Director Nathalie Marcotte | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Gary Baughman, Nathalie Marcotte, Robert Pare, and Benita Warmbold for lack of diversity on the board.* | | | | |
| 1.6 | Elect Director Ruby McGregor-Smith | Mgmt | For | For | For |
| 1.7 | Elect Director Robert Pare | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Gary Baughman, Nathalie Marcotte, Robert Pare, and Benita Warmbold for lack of diversity on the board.* | | | | |
| 1.8 | Elect Director Michael B. Pedersen | Mgmt | For | For | For |
| 1.9 | Elect Director Sam Shakir | Mgmt | For | For | For |

## AtkinsRealis Group Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.10 | Elect Director Benita M. Warmbold | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Gary Baughman, Nathalie Marcotte, Robert Pare, and Benita Warmbold for lack of diversity on the board.* | | | | |
| 1.11 | Elect Director William L. Young | Mgmt | For | For | For |
| 2 | Ratify Deloitte LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Shareholder Rights Plan | Mgmt | For | For | For |
| 4 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| | Shareholder Proposals | Mgmt | | | |
| 5 | SP 1: Strengthen Shareholder Participation in Annual General Meetings (AGMs) | SH | Against | Against | Against |
| 6 | SP 2: Regulating Artificial Intelligence in order to Safeguard the Human Aspect | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as enhanced transparency regarding the company's use of artificial intelligence and related governance and risk-management practices would benefit shareholders. Additional disclosure would help shareholders better understand oversight practices as the use of AI and related regulatory expectations continue to evolve.* | | | | |
| 7 | SP 3: Advisory Vote on Environmental Policies | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's plans to reduce its GHG emissions would allow investors to better understand how the company manages climate change-related risks and would provide shareholders with an opportunity to express their views on the company s climate risk management practices.* | | | | |

## Builders FirstSource, Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** BLDR
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 12008R107

**Shares Voted:** 1,289

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Paul S. Levy | Mgmt | For | For | For |
| 1.2 | Elect Director Cheryl Ainoa | Mgmt | For | For | For |
| 1.3 | Elect Director Cory J. Boydston | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director James O'Leary | Mgmt | For | For | For |
| 1.5 | Elect Director Maria Renz | Mgmt | For | For | For |
| 1.6 | Elect Director Craig A. Steinke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Builders FirstSource, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Calix, Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** CALX
**Record Date:** 03/17/2026 **Meeting Type:** Annual
**Primary Security ID:** 13100M509

**Shares Voted:** 1,268

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kathleen Crusco | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Carl E. Russo | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Michael Weening | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Amend Nonqualified Employee Stock Purchase Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the plan's shareholder value transfer of 20 percent is greater than the company-specific benchmark of 10 percent.* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Adopt Simple Majority Vote | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.* | | | | |

## Cboe Global Markets, Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** CBOE
**Record Date:** 03/19/2026 **Meeting Type:** Annual
**Primary Security ID:** 12503M108

## Cboe Global Markets, Inc.

**Shares Voted:** 531

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director William M. Farrow, III | Mgmt | For | For | For |
| 1b | Elect Director Craig S. Donohue | Mgmt | For | For | For |
| 1c | Elect Director Edward J. Fitzpatrick | Mgmt | For | For | For |
| 1d | Elect Director Ivan K. Fong | Mgmt | For | For | For |
| 1e | Elect Director Janet P. Froetscher | Mgmt | For | For | For |
| 1f | Elect Director Jill R. Goodman | Mgmt | For | For | For |
| 1g | Elect Director Erin A. Mansfield | Mgmt | For | For | For |
| 1h | Elect Director Cecilia H. Mao | Mgmt | For | For | For |
| 1i | Elect Director Jennifer J. McPeek | Mgmt | For | For | For |
| 1j | Elect Director Roderick A. Palmore | Mgmt | For | For | For |
| 1k | Elect Director James E. Parisi | Mgmt | For | For | For |
| 1l | Elect Director Fredric J. Tomczyk | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.*

## Cleveland-Cliffs Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** CLF

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 185899101

**Shares Voted:** 6,614

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Lourenco Goncalves | Mgmt | For | For | For |
| 1.2 | Elect Director Ralph S. Michael, III | Mgmt | For | Withhold | Withhold |

*Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.*

## Cleveland-Cliffs Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director John T. Baldwin | Mgmt | For | For | For |
| 1.4 | Elect Director Ron A. Bloom | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Edilson T. Camara | Mgmt | For | For | For |
| 1.6 | Elect Director Jane M. Cronin | Mgmt | For | For | For |
| 1.7 | Elect Director Ben Oren | Mgmt | For | For | For |
| 1.8 | Elect Director Arlene M. Yocum | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## CVS Health Corporation

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** CVS

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 126650100

**Shares Voted:** 6,145

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Fernando Aguirre | Mgmt | For | For | For |
| 1b | Elect Director Jeffrey R. Balser | Mgmt | For | For | For |
| 1c | Elect Director C. David Brown, II | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Alecia A. DeCoudreaux | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Anne M. Finucane | Mgmt | For | For | For |
| 1f | Elect Director John E. Gallina | Mgmt | For | For | For |

## CVS Health Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director J. David Joyner | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. A vote AGAINST J. David Joyner is warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Cautionary support FOR the chair of the governance committee, Michael Mahoney, is warranted in light of the company's determination to exclude a shareholder proposal for consideration at this year's annual meeting, with limited rationale provided. That being said, concerns are somewhat mitigated as the resolved clause of the excluded proposal appears to be delving into ordinary business matters, supporting the company's position.* | | | | |
| 1h | Elect Director J. Scott Kirby | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Michael F. Mahoney | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director Leslie V. Norwalk | Mgmt | For | For | For |
| 1k | Elect Director Larry M. Robbins | Mgmt | For | For | For |
| 1l | Elect Director Guy P. Sansone | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1m | Elect Director Douglas H. Shulman | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10% | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. A reduction in the ownership threshold would provide a more meaningful written consent right for shareholders.* | | | | |

## ENAV SpA

**Meeting Date:** 05/14/2026 **Country:** Italy **Ticker:** ENAV

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** T3R4KN103

**Shares Voted:** 1,975

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |

# ENAV SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 0010 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 0020 | Approve Allocation of Income | Mgmt | For | For | For |
| 0030 | Approve Remuneration Policy | Mgmt | For | For | For |
| 0040 | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST due to the absence of compelling rationale for the adjustments applied to the TSR peer group under the 2023-2025 long-term incentive scheme, which ultimately enabled the vesting of awards at below-median performance.* | | | | |
| 0050 | Approve Short-Term Incentive Plan | Mgmt | For | For | For |
| 0060 | Approve 2026-2028 Long-Term Incentive Plan | Mgmt | For | For | For |
| 0070 | Fix Number of Directors | Mgmt | For | For | For |
| | Shareholder Proposal Submitted by Ministry of Economy and Finance | Mgmt | | | |
| 0080 | Fix Board Terms for Directors | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR as it is routine and non-contentious.* | | | | |
| | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 009A | Slate 1 Submitted by Ministry of Economy and Finance | SH | None | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST this slate because: - Shareholders can support only one slate. - Slate 2 is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.* | | | | |
| 009B | Slate 2 Submitted by Institutional Investors (Assogestioni) | SH | None | For | For |
| | *Voting Policy Rationale: This resolution warrants a vote FOR because: - This slate has been submitted by a broad group of institutional investors, and the nominees appear well positioned to represent the interests of minority shareholders and to provide effective oversight of management. - The candidates on this list have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni.* | | | | |
| 009C | Slate 3 Submitted by INARCASSA | SH | None | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST this slate because: - Shareholders can support only one slate. - Slate 2 may be better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action. Please note that the recommendation in favor of Slate 2 does not constitute a negative assessment of Slate 3, nor of the skills, qualifications, or ability of its candidates to serve effectively as directors.* | | | | |
| | Shareholder Proposals Submitted by Ministry of Economy and Finance | Mgmt | | | |
| 0100 | Elect Sandro Pappalardo as Board Chair | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the company has disclosed all information regarding the proposed nominee, and no material concerns have been noticed. It is however noted that the proposed candidate, Sandro Pappalardo, currently serves as chair of the board of directors of ITA Airways, the Italian airline that is 59 percent owned by the Italian Ministry of Economy and Finance.* | | | | |

## ENAV SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 0110 | Approve Remuneration of Directors | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.* | | | | |

## Extra Space Storage Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** EXR

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 30225T102

**Shares Voted:** 421

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kenneth M. Woolley | Mgmt | For | For | For |
| 1.2 | Elect Director Joseph D. Margolis | Mgmt | For | For | For |
| 1.3 | Elect Director Mark G. Barberio | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Joseph J. Bonner | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Gary L. Crittenden | Mgmt | For | For | For |
| 1.6 | Elect Director Susan Harnett | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Crystal Call Maggelet | Mgmt | For | For | For |
| 1.8 | Elect Director R.J. Pittman | Mgmt | For | For | For |
| 1.9 | Elect Director Joseph V. Saffire | Mgmt | For | For | For |
| 1.10 | Elect Director Julia Vander Ploeg | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 39.92 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

# Ford Motor Company

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** F
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 345370860

**Shares Voted:** 8,159

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Kimberly A. Casiano | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Adriana Cisneros | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Alexandra Ford English | Mgmt | For | For | For |
| 1d | Elect Director James D. Farley, Jr. | Mgmt | For | For | For |
| 1e | Elect Director Henry Ford, III | Mgmt | For | For | For |
| 1f | Elect Director William Clay Ford, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Chairman William Ford Jr. and Nominating and Governance Committee Chair William (Bill) Kennard are warranted, because the company maintains a dual-class capital structure with unequal voting rights and it is not subject to a time-based sunset.* | | | | |
| 1g | Elect Director William W. Helman, IV | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Jon M. Huntsman, Jr. | Mgmt | For | For | For |
| 1i | Elect Director William E. Kennard | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Chairman William Ford Jr. and Nominating and Governance Committee Chair William (Bill) Kennard are warranted, because the company maintains a dual-class capital structure with unequal voting rights and it is not subject to a time-based sunset. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director John C. May | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Beth E. Mooney | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1l | Elect Director Lynn Radakovich | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1m | Elect Director John L. Thornton | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Ford Motor Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1n | Elect Director John B. Veihmeyer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1o | Elect Director John S. Weinberg | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Recapitalization Plan for all Stock to Have One-vote per Share | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as if implemented it would provide shareholders of the company with equal voting rights on all voting items.* | | | | |
| 5 | Disclosure of Voting Results Based on Class of Shares | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as differentiating the voting results on a per-class basis could help facilitate improved board accountability at the company.* | | | | |
| 6 | Amend Bylaws to Require Audit Committee to Assess ROI of DEI Initiatives | SH | Against | Against | Against |

## Herc Holdings Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** HRI

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 42704L104

**Shares Voted:** 391

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Patrick D. Campbell | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Lawrence H. Silber | Mgmt | For | For | For |
| 1c | Elect Director Shari L. Burgess | Mgmt | For | For | For |
| 1d | Elect Director Jean K. Holley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Michael A. Kelly | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Herc Holdings Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director John A. Olin | Mgmt | For | For | For |
| 1g | Elect Director Rakesh Sachdev | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Patrick S. Shannon | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Hilton Worldwide Holdings Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** HLT

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 43300A203

**Shares Voted:** 850

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Christopher J. Nassetta | Mgmt | For | For | For |
| 1b | Elect Director Jonathan D. Gray | Mgmt | For | For | For |
| 1c | Elect Director Charlene T. Begley | Mgmt | For | For | For |
| 1d | Elect Director Chris Carr | Mgmt | For | For | For |
| 1e | Elect Director Melanie L. Healey | Mgmt | For | For | For |
| 1f | Elect Director Raymond E. Mabus, Jr. | Mgmt | For | For | For |
| 1g | Elect Director Marissa A. Mayer | Mgmt | For | For | For |
| 1h | Elect Director Elizabeth A. Smith | Mgmt | For | For | For |
| 1i | Elect Director Douglas M. Steenland | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: * The majority of equity awards to the CEO are not tied to performance-contingent pay elements; * Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and * High CEO pay in relation to company peer group CEO median pay levels.* | | | | |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

## Hilton Worldwide Holdings Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Hiscox Ltd.

**Meeting Date:** 05/14/2026 **Country:** Bermuda **Ticker:** HSX

**Record Date:** 05/12/2026 **Meeting Type:** Annual

**Primary Security ID:** G4593F138

**Shares Voted:** 2,908

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve UK Sharesave Scheme and International Sharesave Scheme | Mgmt | For | For | For |
| 5 | Approve Share Award Plan | Mgmt | For | For | For |
| 6 | Approve Final Dividend | Mgmt | For | For | For |
| 7 | Elect Peter Clarke as Director | Mgmt | For | For | For |
| 8 | Re-elect Lynne Biggar as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jane Guyett, Lynne Biggar, Mary Boucher, DonnaLee (Donna) DeMaio, June Felix, Michael Goodwin, Thomas Huerlimann and Constantinos (Costas) Miranthis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Beth Boucher as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jane Guyett, Lynne Biggar, Mary Boucher, DonnaLee (Donna) DeMaio, June Felix, Michael Goodwin, Thomas Huerlimann and Constantinos (Costas) Miranthis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Paul Cooper as Director | Mgmt | For | For | For |
| 11 | Re-elect Donna DeMaio as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jane Guyett, Lynne Biggar, Mary Boucher, DonnaLee (Donna) DeMaio, June Felix, Michael Goodwin, Thomas Huerlimann and Constantinos (Costas) Miranthis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Re-elect June Yee Felix as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jane Guyett, Lynne Biggar, Mary Boucher, DonnaLee (Donna) DeMaio, June Felix, Michael Goodwin, Thomas Huerlimann and Constantinos (Costas) Miranthis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

## Hiscox Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Re-elect Michael Goodwin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jane Guyett, Lynne Biggar, Mary Boucher, DonnaLee (Donna) DeMaio, June Felix, Michael Goodwin, Thomas Huerlimann and Constantinos (Costas) Miranthis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 14 | Re-elect Jane Guyett as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jane Guyett, Lynne Biggar, Mary Boucher, DonnaLee (Donna) DeMaio, June Felix, Michael Goodwin, Thomas Huerlimann and Constantinos (Costas) Miranthis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 15 | Re-elect Thomas Huerlimann as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jane Guyett, Lynne Biggar, Mary Boucher, DonnaLee (Donna) DeMaio, June Felix, Michael Goodwin, Thomas Huerlimann and Constantinos (Costas) Miranthis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 16 | Re-elect Hamayou Akbar Hussain as Director | Mgmt | For | For | For |
| 17 | Re-elect Constantinos Miranthis as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jane Guyett, Lynne Biggar, Mary Boucher, DonnaLee (Donna) DeMaio, June Felix, Michael Goodwin, Thomas Huerlimann and Constantinos (Costas) Miranthis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 18 | Re-elect Joanne Musselle as Director | Mgmt | For | For | For |
| 19 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 20 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 23 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 24 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Inchcape Plc

**Meeting Date:** 05/14/2026 **Country:** United Kingdom **Ticker:** INCH

**Record Date:** 05/12/2026 **Meeting Type:** Annual

**Primary Security ID:** G47320208

# Inchcape Plc

**Shares Voted:** 1,539

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Nayantara Bali as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jeremy (Jerry) Buhlmann, Elizabeth Platt, Nayantara Bali, Byron Grote, Alexandra (Alex) Jensen and Stuart Rowley is warranted for lack of diversity on the board.* | | | | |
| 6 | Re-elect Jerry Buhlmann as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jeremy (Jerry) Buhlmann, Elizabeth Platt, Nayantara Bali, Byron Grote, Alexandra (Alex) Jensen and Stuart Rowley is warranted for lack of diversity on the board.* | | | | |
| 7 | Elect Tracy Clarke as Director | Mgmt | For | For | For |
| 8 | Elect Felipe del Rio Goudie as Director | Mgmt | For | For | For |
| 9 | Re-elect Byron Grote as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jeremy (Jerry) Buhlmann, Elizabeth Platt, Nayantara Bali, Byron Grote, Alexandra (Alex) Jensen and Stuart Rowley is warranted for lack of diversity on the board.* | | | | |
| 10 | Re-elect Alex Jensen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jeremy (Jerry) Buhlmann, Elizabeth Platt, Nayantara Bali, Byron Grote, Alexandra (Alex) Jensen and Stuart Rowley is warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect Adrian Lewis as Director | Mgmt | For | For | For |
| 12 | Re-elect Alison Platt as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jeremy (Jerry) Buhlmann, Elizabeth Platt, Nayantara Bali, Byron Grote, Alexandra (Alex) Jensen and Stuart Rowley is warranted for lack of diversity on the board.* | | | | |
| 13 | Re-elect Stuart Rowley as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jeremy (Jerry) Buhlmann, Elizabeth Platt, Nayantara Bali, Byron Grote, Alexandra (Alex) Jensen and Stuart Rowley is warranted for lack of diversity on the board.* | | | | |
| 14 | Re-elect Duncan Tait as Director | Mgmt | For | For | For |
| 15 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Approve Deferred Bonus Plan | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Inchcape Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## KBR, Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** KBR

**Record Date:** 03/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 48242W106

**Shares Voted:** 1,595

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Stuart J. B. Bradie | Mgmt | For | For | For |
| 1b | Elect Director Joseph Dominguez | Mgmt | For | For | For |
| 1c | Elect Director Lynn A. Dugle | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Nchacha E. Etta | Mgmt | For | For | For |
| 1e | Elect Director John A. Manzoni | Mgmt | For | For | For |
| 1f | Elect Director Wendy M. Masiello | Mgmt | For | For | For |
| 1g | Elect Director Jack B. Moore | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Ann D. Pickard | Mgmt | For | For | For |
| 1i | Elect Director Carlos A. Sabater | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Huibert H. Vigeveno | Mgmt | For | For | For |
| 1k | Elect Director Lewis F. Von Thaer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## KBR, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## KeyCorp

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** KEY

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 493267108

**Shares Voted:** 30,010

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Jacqueline L. Allard | Mgmt | For | For | For |
| 1.2 | Elect Director Alexander M. Cutler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director H. James Dallas | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Antonio DeSpirito | Mgmt | For | For | For |
| 1.5 | Elect Director Elizabeth R. Gile | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Christopher M. Gorman | Mgmt | For | For | For |
| 1.7 | Elect Director Robin N. Hayes | Mgmt | For | For | For |
| 1.8 | Elect Director Christopher L. Henson | Mgmt | For | For | For |
| 1.9 | Elect Director Richard J. Hipple | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.10 | Elect Director Somesh Khanna | Mgmt | For | For | For |
| 1.11 | Elect Director Devina A. Rankin | Mgmt | For | For | For |
| 1.12 | Elect Director Barbara R. Snyder | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.13 | Elect Director Richard J. Tobin | Mgmt | For | For | For |
| 1.14 | Elect Director Todd J. Vasos | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## KeyCorp

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

## Kimberly-Clark Corporation

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** KMB

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 494368103

**Shares Voted:** 3,097

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Sylvia M. Burwell | Mgmt | For | For | For |
| 1.2 | Elect Director John W. Culver | Mgmt | For | For | For |
| 1.3 | Elect Director Michael D. Hsu | Mgmt | For | For | For |
| 1.4 | Elect Director Mae C. Jemison | Mgmt | For | For | For |
| 1.5 | Elect Director Deeptha Khanna | Mgmt | For | For | For |
| 1.6 | Elect Director S. Todd Maclin | Mgmt | For | For | For |
| 1.7 | Elect Director Deirdre A. Mahlan | Mgmt | For | For | For |
| 1.8 | Elect Director Sherilyn S. McCoy | Mgmt | For | For | For |
| 1.9 | Elect Director Christa S. Quarles | Mgmt | For | For | For |
| 1.10 | Elect Director Jaime A. Ramirez | Mgmt | For | For | For |
| 1.11 | Elect Director Joseph Romanelli | Mgmt | For | For | For |
| 1.12 | Elect Director Dunia A. Shive | Mgmt | For | For | For |
| 1.13 | Elect Director Mark T. Smucker | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.*

# Lloyds Banking Group Plc

**Meeting Date:** 05/14/2026 **Country:** United Kingdom **Ticker:** LLOY

**Record Date:** 05/12/2026 **Meeting Type:** Annual

**Primary Security ID:** G5533W248

**Shares Voted:** 975,949

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Re-elect Sir Robin Budenberg as Director | Mgmt | For | For | For |
| 3 | Re-elect Charlie Nunn as Director | Mgmt | For | For | For |
| 4 | Re-elect Nathan Bostock as Director | Mgmt | For | For | For |
| 5 | Re-elect William Chalmers as Director | Mgmt | For | For | For |
| 6 | Re-elect Sarah Legg as Director | Mgmt | For | For | For |
| 7 | Re-elect Amanda Mackenzie as Director | Mgmt | For | For | For |
| 8 | Re-elect Harmeen Mehta as Director | Mgmt | For | For | For |
| 9 | Re-elect Cathy Turner as Director | Mgmt | For | For | For |
| 10 | Elect Chris Vogelzang as Director | Mgmt | For | For | For |
| 11 | Re-elect Catherine Woods as Director | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy | Mgmt | For | For | For |
| 13 | Approve Remuneration Report | Mgmt | For | For | For |
| 14 | Approve Final Dividend | Mgmt | For | For | For |
| 15 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Approve Lloyds Banking Group North America Employee Stock Purchase Plan | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Lloyds Banking Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 22 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 23 | Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments | Mgmt | For | For | For |
| 24 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 25 | Authorise Market Purchase of Preference Shares | Mgmt | For | For | For |
| 26 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Manhattan Associates, Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** MANH
**Record Date:** 03/18/2026 **Meeting Type:** Annual
**Primary Security ID:** 562750109

**Shares Voted:** 317

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Eddie Capel | Mgmt | For | For | For |
| 1b | Elect Director Charles E. Moran | Mgmt | For | For | For |
| 1c | Elect Director Linda T. Hollembaek | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Manulife Financial Corporation

**Meeting Date:** 05/14/2026 **Country:** Canada **Ticker:** MFC
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 56501R106

# Manulife Financial Corporation

**Shares Voted:** 29,319

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Nicole S. Arnaboldi | Mgmt | For | For | For |
| 1.2 | Elect Director Guy L.T. Bainbridge | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Donald (Don) Lindsay, Guy Bainbridge, Nancy Carroll, J. Michael (Mike) Durland, May Tan and John Wong for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.3 | Elect Director Nancy J. Carroll | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Donald (Don) Lindsay, Guy Bainbridge, Nancy Carroll, J. Michael (Mike) Durland, May Tan and John Wong for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.4 | Elect Director Julie E. Dickson | Mgmt | For | For | For |
| 1.5 | Elect Director J. Michael Durland | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Donald (Don) Lindsay, Guy Bainbridge, Nancy Carroll, J. Michael (Mike) Durland, May Tan and John Wong for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.6 | Elect Director Donald P. Kanak | Mgmt | For | For | For |
| 1.7 | Elect Director Donald R. Lindsay | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Donald (Don) Lindsay, Guy Bainbridge, Nancy Carroll, J. Michael (Mike) Durland, May Tan and John Wong for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.8 | Elect Director Anna Manning | Mgmt | For | For | For |
| 1.9 | Elect Director John S. Montalbano | Mgmt | For | For | For |
| 1.10 | Elect Director May Tan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Donald (Don) Lindsay, Guy Bainbridge, Nancy Carroll, J. Michael (Mike) Durland, May Tan and John Wong for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 1.11 | Elect Director Leagh E. Turner | Mgmt | For | For | For |
| 1.12 | Elect Director Philip J. Witherington | Mgmt | For | For | For |
| 1.13 | Elect Director John W. P-K. Wong | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Donald (Don) Lindsay, Guy Bainbridge, Nancy Carroll, J. Michael (Mike) Durland, May Tan and John Wong for lack of diversity on the board. Vote FOR the other proposed nominees.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Martin Marietta Materials, Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** MLM
**Record Date:** 03/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 573284106

**Shares Voted:** 694

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Dorothy M. Ables | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Dorothy Ables, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 1.2 | Elect Director Gayla J. Delly | Mgmt | For | For | For |
| 1.3 | Elect Director Anthony R. Foxx | Mgmt | For | For | For |
| 1.4 | Elect Director Martin J. Lyons, Jr. | Mgmt | For | For | For |
| 1.5 | Elect Director Mary T. Mack | Mgmt | For | For | For |
| 1.6 | Elect Director C. Howard Nye | Mgmt | For | For | For |
| 1.7 | Elect Director Laree E. Perez | Mgmt | For | For | For |
| 1.8 | Elect Director Thomas H. Pike | Mgmt | For | For | For |
| 1.9 | Elect Director Donald W. Slager | Mgmt | For | For | For |
| 1.10 | Elect Director David C. Wajsgras | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Monster Beverage Corporation

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** MNST
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 61174X109

**Shares Voted:** 7,797

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Ana Demel | Mgmt | For | For | For |
| 1b | Elect Director James L. Dinkins | Mgmt | For | For | For |
| 1c | Elect Director William "Bill" W. Douglas, III | Mgmt | For | For | For |
| 1d | Elect Director Mark J. Hall | Mgmt | For | For | For |

## Monster Beverage Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Tiffany M. Hall | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Jeanne P. Jackson | Mgmt | For | For | For |
| 1g | Elect Director Steven G. Pizula | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Rodney C. Sacks | Mgmt | For | For | For |
| 1i | Elect Director Hilton H. Schlosberg | Mgmt | For | For | For |
| 1j | Elect Director Mark S. Vidergauz | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Morgan Stanley

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** MS

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 617446448

**Shares Voted:** 18,777

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Megan Butler | Mgmt | For | For | For |
| 1b | Elect Director Thomas H. Glocer | Mgmt | For | For | For |
| 1c | Elect Director Lynn J. Good | Mgmt | For | For | For |
| 1d | Elect Director Robert H. Herz | Mgmt | For | For | For |
| 1e | Elect Director Yasushi Itagaki | Mgmt | For | For | For |
| 1f | Elect Director Erika H. James | Mgmt | For | For | For |
| 1g | Elect Director Hironori Kamezawa | Mgmt | For | For | For |
| 1h | Elect Director Shelley B. Leibowitz | Mgmt | For | For | For |
| 1i | Elect Director Jami Miscik | Mgmt | For | For | For |
| 1j | Elect Director Dennis M. Nally | Mgmt | For | For | For |

## Morgan Stanley

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1k | Elect Director Douglas L. Peterson | Mgmt | For | For | For |
| 1l | Elect Director Edward Pick | Mgmt | For | For | For |
| 1m | Elect Director Mary L. Schapiro | Mgmt | For | For | For |
| 1n | Elect Director Perry M. Traquina | Mgmt | For | For | For |
| 1o | Elect Director Rayford Wilkins, Jr. | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Nucor Corporation

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** NUE

**Record Date:** 03/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 670346105

**Shares Voted:** 4,677

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Norma B. Clayton | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Patrick J. Dempsey | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Nicholas C. Gangestad | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Christopher J. Kearney | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Laurette T. Koellner | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Nucor Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director Michael W. Lamach | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Leon J. Topalian | Mgmt | For | For | For |
| 1.8 | Elect Director Nadja Y. West | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## ON Semiconductor Corporation

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** ON

**Record Date:** 03/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 682189105

**Shares Voted:** 1,760

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Susan K. Carter | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Thomas L. Deitrich | Mgmt | For | For | For |
| 1c | Elect Director Hassane El-Khoury | Mgmt | For | For | For |
| 1d | Elect Director Bruce E. Kiddoo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Paul A. Mascarenas | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Gregory L. Waters | Mgmt | For | For | For |
| 1g | Elect Director Christine Y. Yan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## ON Semiconductor Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Adopt Simple Majority Vote | SH | None | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.* | | | | |

## O'Reilly Automotive, Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** ORLY

**Record Date:** 03/05/2026 **Meeting Type:** Annual

**Primary Security ID:** 67103H107

**Shares Voted:** 6,120

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Greg Henslee | Mgmt | For | For | For |
| 1b | Elect Director David O'Reilly | Mgmt | For | For | For |
| 1c | Elect Director Thomas T. Hendrickson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Kimberly A. deBeers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Gregory D. Johnson | Mgmt | For | For | For |
| 1f | Elect Director John R. Murphy | Mgmt | For | For | For |
| 1g | Elect Director Dana M. Perlman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Maria A. Sastre | Mgmt | For | For | For |
| 1i | Elect Director Fred Whitfield | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## O'Reilly Automotive, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Report on Political Contributions | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted as additional disclosure would enable shareholders to better evaluate the company's management of its indirect political activities and related risks.* | | | | |

## Quilter Plc

**Meeting Date:** 05/14/2026 **Country:** United Kingdom **Ticker:** QLT

**Record Date:** 05/12/2026 **Meeting Type:** Annual

**Primary Security ID:** G3651J115

**Shares Voted:** 7,143

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Neeta Atkar as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ruth Markland, Neeta Atkar, Christopher (Chris) Hill, and Alison Morris is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5 | Re-elect Chris Hill as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ruth Markland, Neeta Atkar, Christopher (Chris) Hill, and Alison Morris is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 6 | Re-elect Moira Kilcoyne as Director | Mgmt | For | For | For |
| 7 | Re-elect Steven Levin as Director | Mgmt | For | For | For |
| 8 | Re-elect Ruth Markland as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ruth Markland, Neeta Atkar, Christopher (Chris) Hill, and Alison Morris is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Re-elect Alison Morris as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ruth Markland, Neeta Atkar, Christopher (Chris) Hill, and Alison Morris is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Elect Andrew Ross as Director | Mgmt | For | For | For |
| 11 | Re-elect Chris Samuel as Director | Mgmt | For | For | For |
| 12 | Re-elect Mark Satchel as Director | Mgmt | For | For | For |
| 13 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Quilter Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Authorise the Board Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 17 | Authorise the Company to Enter into Contingent Purchase Contracts | Mgmt | For | For | For |

## Shaftesbury Capital Plc

**Meeting Date:** 05/14/2026 **Country:** United Kingdom **Ticker:** SHC

**Record Date:** 05/12/2026 **Meeting Type:** Annual

**Primary Security ID:** G19406100

**Shares Voted:** 6,785

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Remuneration Policy | Mgmt | For | For | For |
| 5 | Re-elect Jonathan Nicholls as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jonathan Nicholls, Sian Westerman, Richard Akers, Moreen Anderson and Madeleine Cosgrave is warranted for lack of diversity on the board.* | | | | |
| 6 | Re-elect Ian Hawksworth as Director | Mgmt | For | For | For |
| 7 | Re-elect Situl Jobanputra as Director | Mgmt | For | For | For |
| 8 | Re-elect Sian Westerman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jonathan Nicholls, Sian Westerman, Richard Akers, Moreen Anderson and Madeleine Cosgrave is warranted for lack of diversity on the board.* | | | | |
| 9 | Re-elect Richard Akers as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jonathan Nicholls, Sian Westerman, Richard Akers, Moreen Anderson and Madeleine Cosgrave is warranted for lack of diversity on the board.* | | | | |
| 10 | Re-elect Ruth Anderson as Director (WITHDRAWN) | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: An ABSTAIN vote is considered warranted for Ruth Anderson (Item 10). Following the Company's announcement in 22 April 2026, she is stepping down as NED and the resolution to re-elect her as a Director of the Company at the 2026 AGM will be withdrawn.* | | | | |

## Shaftesbury Capital Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Re-elect Madeleine Cosgrave as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jonathan Nicholls, Sian Westerman, Richard Akers, Moreen Anderson and Madeleine Cosgrave is warranted for lack of diversity on the board.* | | | | |
| 12 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 15 | Approve Scrip Dividend Scheme | Mgmt | For | For | For |
| 16 | Approve Share Awards Plan | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Standard Life Plc

**Meeting Date:** 05/14/2026 **Country:** United Kingdom **Ticker:** SDLF

**Record Date:** 05/12/2026 **Meeting Type:** Annual

**Primary Security ID:** G7S8MZ109

**Shares Voted:** 3,656

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Elect Siobhan Boylan as Director | Mgmt | For | For | For |
| 6 | Re-elect Andy Briggs as Director | Mgmt | For | For | For |

# Standard Life Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Re-elect Eleanor Bucks as Director | Mgmt | For | For | For |
| 8 | Elect Karin Cook as Director | Mgmt | For | For | For |
| 9 | Re-elect Sherry Coutu as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Sir Nicholas (Nick) Lyons, Karen Green, Sherry Coutu, Mark Gregory and Katie Murray are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 10 | Re-elect Karen Green as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Sir Nicholas (Nick) Lyons, Karen Green, Sherry Coutu, Mark Gregory and Katie Murray are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 11 | Re-elect Mark Gregory as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Sir Nicholas (Nick) Lyons, Karen Green, Sherry Coutu, Mark Gregory and Katie Murray are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 12 | Re-elect Hiroyuki Iioka as Director | Mgmt | For | For | For |
| 13 | Re-elect Sir Nicholas Lyons as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Sir Nicholas (Nick) Lyons, Karen Green, Sherry Coutu, Mark Gregory and Katie Murray are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 14 | Re-elect Katie Murray as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Sir Nicholas (Nick) Lyons, Karen Green, Sherry Coutu, Mark Gregory and Katie Murray are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.* | | | | |
| 15 | Re-elect Nicolaos Nicandrou as Director | Mgmt | For | For | For |
| 16 | Re-elect Maggie Semple as Director | Mgmt | For | For | For |
| 17 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 18 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 19 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity | Mgmt | For | For | For |
| 21 | Approve Standard Life Incentive Plan | Mgmt | For | For | For |
| 22 | Approve Deferred Bonus Share Plan | Mgmt | For | For | For |
| 23 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Standard Life Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 24 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 25 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 26 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Stantec Inc.

**Meeting Date:** 05/14/2026 **Country:** Canada **Ticker:** STN

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** 85472N109

**Shares Voted:** 10,421

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Douglas K. Ammerman | Mgmt | For | For | For |
| 1.2 | Elect Director Martin A. a Porta | Mgmt | For | For | For |
| 1.3 | Elect Director Shelley A. M. Brown | Mgmt | For | For | For |
| 1.4 | Elect Director Angeline G. Chen | Mgmt | For | For | For |
| 1.5 | Elect Director Richard A. Eng | Mgmt | For | For | For |
| 1.6 | Elect Director Gordon A. Johnston | Mgmt | For | For | For |
| 1.7 | Elect Director Christopher F. Lopez | Mgmt | For | For | For |
| 1.8 | Elect Director Marie-Lucie Morin | Mgmt | For | For | For |
| 1.9 | Elect Director Celina J. Wang Doka | Mgmt | For | For | For |
| 2 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Teradata Corporation

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** TDC

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** 88076W103

## Teradata Corporation

**Shares Voted:** 591

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Melissa B. Fisher | Mgmt | For | For | For |
| 1b | Elect Director Stephen McMillan | Mgmt | For | For | For |
| 1c | Elect Director Kimberly K. Nelson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## The Wharf (Holdings) Limited

**Meeting Date:** 05/14/2026 **Country:** Hong Kong **Ticker:** 4

**Record Date:** 05/08/2026 **Meeting Type:** Annual

**Primary Security ID:** Y8800U127

**Shares Voted:** 19,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2a | Elect Paul Yiu Cheung Tsui as Director | Mgmt | For | For | For |
| 2b | Elect Kevin Kwok Pong Chan as Director | Mgmt | For | For | For |
| 2c | Elect Elizabeth Law as Director | Mgmt | For | For | For |
| 2d | Elect Nancy Sau Ling Tse as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Sau Ling (Nancy) Tse is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 3 | Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 4 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 5 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |

## The Wharf (Holdings) Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.*

## Tractor Supply Company

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** TSCO
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 892356106

**Shares Voted:** 2,010

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Joy Brown | Mgmt | For | For | For |
| 1.2 | Elect Director Ricardo ("Rick") Cardenas | Mgmt | For | For | For |
| 1.3 | Elect Director Meg Ham | Mgmt | For | For | For |
| 1.4 | Elect Director Andre Hawaux | Mgmt | For | For | For |
| 1.5 | Elect Director Denise L. Jackson | Mgmt | For | For | For |
| 1.6 | Elect Director Ramkumar Krishnan | Mgmt | For | For | For |
| 1.7 | Elect Director Edna K. Morris | Mgmt | For | For | For |
| 1.8 | Elect Director Sonia Syngal | Mgmt | For | For | For |
| 1.9 | Elect Director Mark J. Weikel | Mgmt | For | For | For |
| 1.10 | Elect Director Harry A. Lawton, III | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Union Pacific Corporation

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** UNP
**Record Date:** 03/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 907818108

## Union Pacific Corporation

**Shares Voted:** 2,569

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Sheri H. Edison | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Teresa M. Finley | Mgmt | For | For | For |
| 1c | Elect Director Deborah C. Hopkins | Mgmt | For | For | For |
| 1d | Elect Director Jane H. Lute | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Michael R. McCarthy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Doyle R. Simons | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director John K. Tien, Jr. | Mgmt | For | For | For |
| 1h | Elect Director V. James Vena | Mgmt | For | For | For |
| 1i | Elect Director John P. Wiehoff | Mgmt | For | For | For |
| 1j | Elect Director W Anthony Will | Mgmt | For | For | For |
| 1k | Elect Director Christopher J. Williams | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Xylem Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** XYL

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** 98419M100

**Shares Voted:** 14,515

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Earl R. Ellis | Mgmt | For | For | For |
| 1b | Elect Director Robert F. Friel | Mgmt | For | For | For |

## Xylem Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Lisa Glatch | Mgmt | For | For | For |
| 1d | Elect Director Victoria D. Harker | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Mark D. Morelli | Mgmt | For | For | For |
| 1f | Elect Director Jerome A. Peribere | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Matthew F. Pine | Mgmt | For | For | For |
| 1h | Elect Director Lila Tretikov | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Uday Yadav | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Yum! Brands, Inc.

**Meeting Date:** 05/14/2026 **Country:** USA **Ticker:** YUM

**Record Date:** 03/18/2026 **Meeting Type:** Annual

**Primary Security ID:** 988498101

**Shares Voted:** 1,803

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Paget L. Alves | Mgmt | For | For | For |
| 1b | Elect Director M. Brett Biggs | Mgmt | For | For | For |
| 1c | Elect Director Brian C. Cornell | Mgmt | For | For | For |
| 1d | Elect Director Tanya L. Domier | Mgmt | For | For | For |
| 1e | Elect Director Susan Doniz | Mgmt | For | For | For |
| 1f | Elect Director Mirian M. Graddick-Weir | Mgmt | For | For | For |
| 1g | Elect Director Thomas C. Nelson | Mgmt | For | For | For |

## Yum! Brands, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Kathleen K. Oberg | Mgmt | For | For | For |
| 1i | Elect Director P. Justin Skala | Mgmt | For | For | For |
| 1j | Elect Director Chris Turner | Mgmt | For | For | For |
| 1k | Elect Director Annie Young-Scrivner | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as the right to call special meetings at a 10 percent ownership threshold would enhance shareholder rights.* | | | | |

## Cohu, Inc.

**Meeting Date:** 05/15/2026 **Country:** USA **Ticker:** COHU

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 192576106

**Shares Voted:** 390

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director William E. Bendush | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Karen M. Rapp | Mgmt | For | For | For |
| 1c | Elect Director Nina L. Richardson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 6 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Constellation Software Inc.

**Meeting Date:** 05/15/2026 **Country:** Canada **Ticker:** CSU
**Record Date:** 04/02/2026 **Meeting Type:** Annual
**Primary Security ID:** 21037X100

**Shares Voted:** 111

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Jamal Baksh | Mgmt | For | For | For |
| 1.2 | Elect Director John Billowits | Mgmt | For | For | For |
| 1.3 | Elect Director Lawrence Cunningham | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Lawrence Cunningham, Robert (Rob) Kittel and Andrew Pastor for lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Claire Kennedy | Mgmt | For | For | For |
| 1.5 | Elect Director Robert Kittel | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Lawrence Cunningham, Robert (Rob) Kittel and Andrew Pastor for lack of diversity on the board.* | | | | |
| 1.6 | Elect Director Mark Miller | Mgmt | For | For | For |
| 1.7 | Elect Director Donna Parr | Mgmt | For | For | For |
| 1.8 | Elect Director Andrew Pastor | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Lawrence Cunningham, Robert (Rob) Kittel and Andrew Pastor for lack of diversity on the board.* | | | | |
| 1.9 | Elect Director Laurie Schultz | Mgmt | For | For | For |
| 2 | Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Derwent London Plc

**Meeting Date:** 05/15/2026 **Country:** United Kingdom **Ticker:** DLN
**Record Date:** 05/13/2026 **Meeting Type:** Annual
**Primary Security ID:** G27300105

**Shares Voted:** 541

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Policy | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |

# Derwent London Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Re-elect Lucinda Bell as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Breuer, Helen Gordon, Lucinda Bell, Madeleine McDougall, Sanjeev Sharma and Robert (Rob) Wilkinson is warranted for lack of diversity on the board.* | | | | |
| 6 | Re-elect Mark Breuer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Breuer, Helen Gordon, Lucinda Bell, Madeleine McDougall, Sanjeev Sharma and Robert (Rob) Wilkinson is warranted for lack of diversity on the board.* | | | | |
| 7 | Re-elect Helen Gordon as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Breuer, Helen Gordon, Lucinda Bell, Madeleine McDougall, Sanjeev Sharma and Robert (Rob) Wilkinson is warranted for lack of diversity on the board.* | | | | |
| 8 | Re-elect Madeleine McDougall as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Breuer, Helen Gordon, Lucinda Bell, Madeleine McDougall, Sanjeev Sharma and Robert (Rob) Wilkinson is warranted for lack of diversity on the board.* | | | | |
| 9 | Re-elect Emily Prideaux as Director | Mgmt | For | For | For |
| 10 | Re-elect Sanjeev Sharma as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Breuer, Helen Gordon, Lucinda Bell, Madeleine McDougall, Sanjeev Sharma and Robert (Rob) Wilkinson is warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect Robert Wilkinson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Mark Breuer, Helen Gordon, Lucinda Bell, Madeleine McDougall, Sanjeev Sharma and Robert (Rob) Wilkinson is warranted for lack of diversity on the board.* | | | | |
| 12 | Re-elect Paul Williams as Director | Mgmt | For | For | For |
| 13 | Re-elect Damian Wisniewski as Director | Mgmt | For | For | For |
| 14 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## FormFactor, Inc.

**Meeting Date:** 05/15/2026 **Country:** USA **Ticker:** FORM
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 346375108

**Shares Voted:** 414

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Rebeca Obregon Jimenez | Mgmt | For | For | For |
| 1b | Elect Director Sheri Rhodes | Mgmt | For | For | For |
| 1c | Elect Director Michael D. Slessor | Mgmt | For | For | For |
| 1d | Elect Director Thomas St. Dennis | Mgmt | For | For | For |
| 1e | Elect Director Kelley Steven-Waiss | Mgmt | For | For | For |
| 1f | Elect Director Jorge Titinger | Mgmt | For | For | For |
| 1g | Elect Director Brian White | Mgmt | For | For | For |
| 2 | Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Grafton Group Plc

**Meeting Date:** 05/15/2026 **Country:** Ireland **Ticker:** GFTU
**Record Date:** 05/11/2026 **Meeting Type:** Annual
**Primary Security ID:** G4035Q189

**Shares Voted:** 1,011

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3a | Re-elect Ian Tyler as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Tyler, Rosheen McGuckian, Avis Darzins, David Dillon and Mark Robson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3b | Re-elect Eric Born as Director | Mgmt | For | For | For |

## Grafton Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3c | Re-elect David Arnold as Director | Mgmt | For | For | For |
| 3d | Re-elect Rosheen McGuckian as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Tyler, Rosheen McGuckian, Avis Darzins, David Dillon and Mark Robson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3e | Re-elect Avis Darzins as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Tyler, Rosheen McGuckian, Avis Darzins, David Dillon and Mark Robson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3f | Re-elect Mark Robson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Tyler, Rosheen McGuckian, Avis Darzins, David Dillon and Mark Robson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3g | Elect David Dillon as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Ian Tyler, Rosheen McGuckian, Avis Darzins, David Dillon and Mark Robson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3h | Elect Andrea Joosen as Director | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 5 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy | Mgmt | For | For | For |
| 8 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 9 | Authorise Issue of Equity | Mgmt | For | For | For |
| 10 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 11 | Authorise Market Purchase of Shares | Mgmt | For | For | For |
| 12 | Determine Price Range at which Treasury Shares may be Re-issued Off-Market | Mgmt | For | For | For |
| 13 | Amend the Rules of the 2021 Long Term Incentive Plan | Mgmt | For | For | For |

## Health and Happiness (H&H) International Holdings Limited

**Meeting Date:** 05/15/2026 **Country:** Cayman Islands **Ticker:** 1112

**Record Date:** 05/11/2026 **Meeting Type:** Annual

**Primary Security ID:** G4387E107

## Health and Happiness (H&H) International Holdings Limited

**Shares Voted:** 46,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3a1 | Elect Laetitia Albertini as Director | Mgmt | For | For | For |
| 3a2 | Elect Lok Lau Yin Ching as Director | Mgmt | For | For | For |
| 3a3 | Elect Ding Yuan as Director | Mgmt | For | For | For |
| 3b | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 4 | Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 5 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: - The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 6 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 7 | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: - The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |

## Intercontinental Exchange, Inc.

**Meeting Date:** 05/15/2026 **Country:** USA **Ticker:** ICE

**Record Date:** 03/19/2026 **Meeting Type:** Annual

**Primary Security ID:** 45866F104

**Shares Voted:** 5,147

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Sharon Y. Bowen | Mgmt | For | For | For |
| 1b | Elect Director Shantella E. Cooper | Mgmt | For | For | For |
| 1c | Elect Director Duriya M. Farooqui | Mgmt | For | For | For |
| 1d | Elect Director The Right Hon. the Lord Hague of Richmond | Mgmt | For | For | For |

## Intercontinental Exchange, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director The Right Hon. the Lord Hill of Oareford | Mgmt | For | For | For |
| 1f | Elect Director Mark F. Mulhern | Mgmt | For | For | For |
| 1g | Elect Director Thomas E. Noonan | Mgmt | For | For | For |
| 1h | Elect Director Daniel E. Pinto | Mgmt | For | For | For |
| 1i | Elect Director Caroline L. Silver | Mgmt | For | For | For |
| 1j | Elect Director Jeffrey C. Sprecher | Mgmt | For | For | For |
| 1k | Elect Director Martha A. Tirinnanzi | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Certificate of Incorporation to Supplement Voting and Ownership Limitations | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.*

## Sanan Optoelectronics Co. Ltd.

**Meeting Date:** 05/15/2026 **Country:** China **Ticker:** 600703

**Record Date:** 05/11/2026 **Meeting Type:** Annual

**Primary Security ID:** Y7478M102

**Shares Voted:** 44,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Financial Statements | Mgmt | For | For | For |
| 3 | Approve Profit Distribution | Mgmt | For | For | For |
| 4 | Approve Remuneration Management System for Directors and Senior Management Members | Mgmt | For | For | For |
| 5 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 6 | Approve Annual Report and Summary | Mgmt | For | For | For |

## Sanan Optoelectronics Co. Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Appointment of Auditor and Internal Control Auditor as well as Payment of Remuneration | Mgmt | For | For | For |

## Solventum Corporation

**Meeting Date:** 05/15/2026 **Country:** USA **Ticker:** SOLV
**Record Date:** 03/19/2026 **Meeting Type:** Annual
**Primary Security ID:** 83444M101

**Shares Voted:** 3,195

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Carlos Alban | Mgmt | For | For | For |
| 1b | Elect Director Susan D. DeVore | Mgmt | For | For | For |
| 1c | Elect Director Shirley A. Edwards | Mgmt | For | For | For |
| 1d | Elect Director Bernard A. Harris, Jr. | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## The UNITE Group Plc

**Meeting Date:** 05/15/2026 **Country:** United Kingdom **Ticker:** UTG
**Record Date:** 05/13/2026 **Meeting Type:** Annual
**Primary Security ID:** G9283N101

**Shares Voted:** 1,365

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Richard Huntingford as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Huntingford, Nicola (Nicky) Dulieu, Ilaria del Beato, Thomas (Tom) Jackson, Angela Jain, Ross Paterson, Dame Shirley Pearce and Sir Steve Smith is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5 | Re-elect Joe Lister as Director | Mgmt | For | For | For |

# The UNITE Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Re-elect Michael Burt as Director | Mgmt | For | For | For |
| 7 | Re-elect Ross Paterson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Huntingford, Nicola (Nicky) Dulieu, Ilaria del Beato, Thomas (Tom) Jackson, Angela Jain, Ross Paterson, Dame Shirley Pearce and Sir Steve Smith is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8 | Re-elect Ilaria del Beato as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Huntingford, Nicola (Nicky) Dulieu, Ilaria del Beato, Thomas (Tom) Jackson, Angela Jain, Ross Paterson, Dame Shirley Pearce and Sir Steve Smith is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Dame Shirley Pearce as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Huntingford, Nicola (Nicky) Dulieu, Ilaria del Beato, Thomas (Tom) Jackson, Angela Jain, Ross Paterson, Dame Shirley Pearce and Sir Steve Smith is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Thomas Jackson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Huntingford, Nicola (Nicky) Dulieu, Ilaria del Beato, Thomas (Tom) Jackson, Angela Jain, Ross Paterson, Dame Shirley Pearce and Sir Steve Smith is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect Sir Steve Smith as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Huntingford, Nicola (Nicky) Dulieu, Ilaria del Beato, Thomas (Tom) Jackson, Angela Jain, Ross Paterson, Dame Shirley Pearce and Sir Steve Smith is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Re-elect Nicola Dulieu as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Huntingford, Nicola (Nicky) Dulieu, Ilaria del Beato, Thomas (Tom) Jackson, Angela Jain, Ross Paterson, Dame Shirley Pearce and Sir Steve Smith is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Re-elect Angela Jain as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Huntingford, Nicola (Nicky) Dulieu, Ilaria del Beato, Thomas (Tom) Jackson, Angela Jain, Ross Paterson, Dame Shirley Pearce and Sir Steve Smith is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 14 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit & Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## The UNITE Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 21 | Approve Matters Relating to the Relevant Dividends | Mgmt | None | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted although it is not without concern for shareholders: * The Company inadvertently breached the UK Companies Act when paying the Relevant Dividends. This is a matter of inherent concern. The main reasons for support are: * The resolution will rectify the potential legal issues arising from the breach of the Act; and * There is no obvious benefit to shareholders in this resolution being defeated.* | | | | |

## Viatris Inc.

**Meeting Date:** 05/15/2026 **Country:** USA **Ticker:** VTRS

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 92556V106

**Shares Voted:** 5,956

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director W. Don Cornwell | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Frank D'Amelio | Mgmt | For | For | For |
| 1c | Elect Director JoEllen Lyons Dillon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Elisha Finney | Mgmt | For | For | For |
| 1e | Elect Director Leo Groothuis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Melina Higgins | Mgmt | For | For | For |
| 1g | Elect Director James M. Kilts | Mgmt | For | For | For |
| 1h | Elect Director Richard Mark | Mgmt | For | For | For |
| 1i | Elect Director Mark Parrish | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Michael Severino | Mgmt | For | For | For |
| 1k | Elect Director David Simmons | Mgmt | For | For | For |
| 1l | Elect Director Scott A. Smith | Mgmt | For | For | For |
| 1m | Elect Director Rogerio Vivaldi Coelho | Mgmt | For | For | For |

## Viatris Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Weyerhaeuser Company

**Meeting Date:** 05/15/2026 **Country:** USA **Ticker:** WY

**Record Date:** 03/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 962166104

**Shares Voted:** 92,911

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Rick Beckwitt | Mgmt | For | For | For |
| 1b | Elect Director Mark A. Emmert | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Rick R. Holley | Mgmt | For | For | For |
| 1d | Elect Director Sara Grootwassink Lewis | Mgmt | For | For | For |
| 1e | Elect Director Deidra C. Merriwether | Mgmt | For | For | For |
| 1f | Elect Director Al Monaco | Mgmt | For | For | For |
| 1g | Elect Director James C. O'Rourke | Mgmt | For | For | For |
| 1h | Elect Director Nicole W. Piasecki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1i | Elect Director Lawrence A. Selzer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director Devin W. Stockfish | Mgmt | For | For | For |
| 1k | Elect Director Kim Williams | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## CSI Solar Co., Ltd.

**Meeting Date:** 05/18/2026 **Country:** China **Ticker:** 688472
**Record Date:** 05/13/2026 **Meeting Type:** Annual
**Primary Security ID:** Y1827Z104

**Shares Voted:** 27,826

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Profit Distribution | Mgmt | For | For | For |
| 3 | Approve Termination of Raised Funds Investment Projects and Use of Excess Funds to Repurchase of the Company's Shares | Mgmt | For | For | For |
| 4 | Approve Futures, Options and Foreign Exchange Hedging Business | Mgmt | For | For | For |
| 5 | Approve New Daily Related Party Transactions | Mgmt | For | For | For |
| 6 | Approve Sale of Certain Idle and Decommissioned Production Equipment and Related Party Transactions | Mgmt | For | For | For |
| 7 | Approve 2025 and 2026 Remuneration Performance Appraisal of Directors and Senior Management Members | Mgmt | For | For | For |
| 8 | Approve Formulation of Remuneration Management System for Directors and Senior Management Members | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted due to lack of sufficient disclosure.* | | | | |
| 9 | Approve to Appoint Auditor | Mgmt | For | For | For |

## East West Bancorp, Inc.

**Meeting Date:** 05/18/2026 **Country:** USA **Ticker:** EWBC
**Record Date:** 03/30/2026 **Meeting Type:** Annual
**Primary Security ID:** 27579R104

**Shares Voted:** 3,772

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Manuel P. Alvarez | Mgmt | For | For | For |
| 1.2 | Elect Director Peter Babej | Mgmt | For | For | For |

## East West Bancorp, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Molly Campbell | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Archana Deskus | Mgmt | For | For | For |
| 1.5 | Elect Director Serge Dumont | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Mark Hutchins | Mgmt | For | For | For |
| 1.7 | Elect Director Paul H. Irving | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Sabrina Kay | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Jack C. Liu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.10 | Elect Director Dominic Ng | Mgmt | For | For | For |
| 1.11 | Elect Director Lester M. Sussman | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Motorola Solutions, Inc.

**Meeting Date:** 05/18/2026 **Country:** USA **Ticker:** MSI
**Record Date:** 03/19/2026 **Meeting Type:** Annual
**Primary Security ID:** 620076307

**Shares Voted:** 3,563

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Gregory Q. Brown | Mgmt | For | For | For |
| 1b | Elect Director Nicole Anasenes | Mgmt | For | For | For |
| 1c | Elect Director Kenneth D. Denman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Motorola Solutions, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Ayanna M. Howard | Mgmt | For | For | For |
| 1e | Elect Director Mark E. Lashier | Mgmt | For | For | For |
| 1f | Elect Director Peter A. Leav | Mgmt | For | For | For |
| 1g | Elect Director Elizabeth D. Mann | Mgmt | For | For | For |
| 1h | Elect Director Joseph M. Tucci | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Vishay Intertechnology, Inc.

**Meeting Date:** 05/18/2026 **Country:** USA **Ticker:** VSH

**Record Date:** 04/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 928298108

**Shares Voted:** 849

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Michael J. Cody | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Michael Cody, Abraham Ludomirski, and Raanan Zilberman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Abraham Ludomirski | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Michael Cody, Abraham Ludomirski, and Raanan Zilberman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director John Malvisi | Mgmt | For | For | For |
| 1.4 | Elect Director Raanan Zilberman | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Michael Cody, Abraham Ludomirski, and Raanan Zilberman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Zhejiang Chint Electrics Co., Ltd.

**Meeting Date:** 05/18/2026 **Country:** China **Ticker:** 601877
**Record Date:** 05/11/2026 **Meeting Type:** Annual
**Primary Security ID:** Y988AY103

**Shares Voted:** 16,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Annual Report and Summary | Mgmt | For | For | For |
| 3 | Approve Financial Statements | Mgmt | For | For | For |
| 4 | Approve Profit Distribution | Mgmt | For | For | For |
| 5 | Approve Appointment of Auditor | Mgmt | For | For | For |
| 6 | Approve 2025 Remuneration of Directors | Mgmt | For | For | For |
| 7 | Approve Additional External Guarantee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because there is a lack of disclosure in the pertinent details of this guarantee request.* | | | | |
| 8 | Approve Foreign Exchange Derivatives Trading Business | Mgmt | For | For | For |
| 9 | Approve Estimated Amount of External Donations | Mgmt | For | For | For |
| 10 | Approve Provision of Guarantee | Mgmt | For | For | For |

## Alkami Technology, Inc.

**Meeting Date:** 05/19/2026 **Country:** USA **Ticker:** ALKT
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 01644J108

**Shares Voted:** 263

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Charles "Chuck" Kane | Mgmt | For | For | For |
| 1.2 | Elect Director Alex Shootman | Mgmt | For | For | For |
| 1.3 | Elect Director Brian R. Smith | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Brian Smith given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Alkami Technology, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |

## Amgen Inc.

**Meeting Date:** 05/19/2026 **Country:** USA **Ticker:** AMGN

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 031162100

**Shares Voted:** 6,982

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Wanda M. Austin | Mgmt | For | For | For |
| 1b | Elect Director Robert A. Bradway | Mgmt | For | For | For |
| 1c | Elect Director Michael V. Drake | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Brian J. Druker | Mgmt | For | For | For |
| 1e | Elect Director Robert A. Eckert | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Greg C. Garland | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Charles M. Holley, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director S. Omar Ishrak | Mgmt | For | For | For |
| 1i | Elect Director Tyler Jacks | Mgmt | For | For | For |
| 1j | Elect Director Mary E. Klotman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director Ellen J. Kullman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1l | Elect Director Amy E. Miles | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Amgen Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## AutoStore Holdings Ltd.

**Meeting Date:** 05/19/2026 **Country:** Bermuda **Ticker:** AUTO

**Record Date:** 05/15/2026 **Meeting Type:** Annual

**Primary Security ID:** G0670A109

**Shares Voted:** 10,272

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 2 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 3 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 4 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 5 | Approve Deloitte AS as Auditor and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 6 | Receive Company's Corporate Governance Statement | Mgmt | | | |
| 7 | Reelect Vicente Piedrahita (Chair) and James M Stollberg as Members of Nominating Committee | Mgmt | For | For | For |
| 8 | Approve Remuneration of Nominating Committee | Mgmt | For | For | For |
| 9 | Approve Remuneration Statement | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the remuneration report provides insufficient disclosure on the short and long-term incentive performance metrics.* | | | | |
| 10 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the company has not provided a rationale for the significant increase in the STI opportunity, which in terms of quantum also exceeds typical market practice. Additionally, the policy awards the board with significant levels of discretion across most aspects of the policy.* | | | | |
| 11 | Confirmation of Acts | Mgmt | For | For | For |

## Burlington Stores, Inc.

**Meeting Date:** 05/19/2026 **Country:** USA **Ticker:** BURL
**Record Date:** 03/25/2026 **Meeting Type:** Annual
**Primary Security ID:** 122017106

**Shares Voted:** 449

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Ted English | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Shira Goodman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Jordan Hitch | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director John J. Mahoney | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Laura J. Sen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Michael Skirvin | Mgmt | For | For | For |
| 1g | Elect Director Paul J. Sullivan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

## Celestica Inc.

**Meeting Date:** 05/19/2026 **Country:** Canada **Ticker:** CLS
**Record Date:** 03/27/2026 **Meeting Type:** Annual
**Primary Security ID:** 15101Q207

**Shares Voted:** 1,348

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kulvinder (Kelly) Ahuja | Mgmt | For | Withhold | Withhold |

## Celestica Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Robert A. Cascella | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Christopher W. Colpitts | Mgmt | For | For | For |
| 1.4 | Elect Director Francoise Colpron | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Jill Kale | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Laurette T. Koellner | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Amar Maletira | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Robert A. Mionis | Mgmt | For | For | For |
| 1.9 | Elect Director David Reeder | Mgmt | For | For | For |
| 2 | Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## China Ruyi Holdings Limited

**Meeting Date:** 05/19/2026 **Country:** Bermuda **Ticker:** 136

**Record Date:** 05/15/2026 **Meeting Type:** Special

**Primary Security ID:** G4404N114

**Shares Voted:** 148,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve 2026 Game Cooperation Framework Agreement, Proposed Annual Caps and Related Transactions | Mgmt | For | For | For |

## China Ruyi Holdings Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Drama Series and Movies Copyrights Licensing and Co-Production of Made-to-Order Series Framework Agreement, Proposed Annual Caps and Related Transactions | Mgmt | For | For | For |

## Coface SA

**Meeting Date:** 05/19/2026 **Country:** France **Ticker:** COFA

**Record Date:** 05/11/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F22736106

**Shares Voted:** 684

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 1.25 per Share | Mgmt | For | For | For |
| 4 | Reelect Laetitia Leonard-Reuter as Director | Mgmt | For | For | For |
| 5 | Reelect Laurent Musy as Director | Mgmt | For | For | For |
| 6 | Elect Anne-Sophie Chauveau-Galas as Director | Mgmt | For | For | For |
| 7 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 8 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 9 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 10 | Approve Compensation of Bernardo Sanchez Incera, Chairman of the Board | Mgmt | For | For | For |
| 11 | Approve Compensation of Xavier Durand, CEO | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * Significant offsetting effects under the CEO's bonus undermine the link between pay and performance; * Compensatory effects could also be observed amongst performance conditions attached to the LTIP granted during the year under review; * The TSR criterion attached to the granted LTIP could allow vesting for a performance below median; * The level of disclosure regarding the achievement of the 2021 and 2022 LTIPs is limited.*

# Coface SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 15 | Appoint Forvis Mazars SA as Auditor | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 16 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 17 | Authorize Capitalization of Reserves of Up to EUR 75 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 18 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 115 Million | Mgmt | For | For | For |
| 19 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 29 Million | Mgmt | For | For | For |
| 20 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 29 Million | Mgmt | For | For | For |
| 21 | Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | Mgmt | For | For | For |
| 24 | Amend Article 12 of Bylaws Re: Shares Held by Directors | Mgmt | For | For | For |
| 25 | Amend Article 12 of Bylaws Re: Staggering of Directors' Terms of Office | Mgmt | For | For | For |
| 26 | Amend Article 12 of Bylaws Re: Procedures for Appointing Representative of Employees to the Board | Mgmt | For | For | For |

## Coface SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 27 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Computacenter Plc

**Meeting Date:** 05/19/2026 **Country:** United Kingdom **Ticker:** CCC

**Record Date:** 05/15/2026 **Meeting Type:** Annual

**Primary Security ID:** G23356150

**Shares Voted:** 315

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4a | Re-elect Pauline Campbell as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Pauline Campbell, Adam Walker, Rene Carayol and Ljiljana Mitic is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4b | Re-elect Rene Carayol as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Pauline Campbell, Adam Walker, Rene Carayol and Ljiljana Mitic is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4c | Re-elect Philip Hulme as Director | Mgmt | For | For | For |
| 4d | Re-elect Kelly Kuhn as Director | Mgmt | For | For | For |
| 4e | Re-elect Simon McNamara as Director | Mgmt | For | For | For |
| 4f | Re-elect Ljiljana Mitic as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Pauline Campbell, Adam Walker, Rene Carayol and Ljiljana Mitic is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 4g | Elect Keith Mortimer as Director | Mgmt | For | For | For |
| 4h | Re-elect Mike Norris as Director | Mgmt | For | For | For |
| 4i | Re-elect Peter Ogden as Director | Mgmt | For | For | For |
| 4j | Re-elect Adam Walker as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Pauline Campbell, Adam Walker, Rene Carayol and Ljiljana Mitic is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

## Computacenter Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Reappoint Grant Thornton UK LLP as Auditors | Mgmt | For | For | For |
| 6 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 7 | Approve Increase in Directors' Aggregate Annual Remuneration Cap | Mgmt | For | For | For |
| 8 | Authorise Issue of Equity | Mgmt | For | For | For |
| 9 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 10 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 11 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 12 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Elia Group SA/NV

**Meeting Date:** 05/19/2026 **Country:** Belgium **Ticker:** ELI

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** B35656105

**Shares Voted:** 5,877

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 3 | Approve Financial Statements and Allocation of Income | Mgmt | For | For | For |
| 4 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the proposed remuneration is below par in relation to market standards, particularly with regard to the continued discretionary one-off cash bonuses awarded to executives. The awards lack predefined conditions and do not align with best practice. Furthermore, disclosure regarding the STI could be improved by providing details on the targets and achievements.* | | | | |
| 5 | Approve Amended Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regards to the introduction to time-based equity incentives (50% of LTIP in RSU awards) and possibility to grant one-off awards. Additionally, the derogation clause is general in nature which allows broad discretion of the remuneration policy. We do note that the one-off awards have a set limit capped at the amount of the short-term bonus for the given financial year and total pay is not leading to excessive pay practices.* | | | | |

# Elia Group SA/NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Receive Directors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting) | Mgmt | | | |
| 7 | Receive Auditors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting) | Mgmt | | | |
| 8 | Receive Consolidated Financial Statements and Statutory Reports (IFRS) (Non-Voting) | Mgmt | | | |
| 9 | Approve Discharge of Directors | Mgmt | For | For | For |
| 10 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 11 | Acknowledge Passing of Geert Versnick as Chairman and Director and Approve Co-optation of Christophe Peeters as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Olivier Chappelle, Roberte Kesteman, and Pascale Van Damme is warranted for lack of diversity on the board. A vote AGAINST the election of the non-independent nominees Pieter De Crem, Joachim Coens, Nadege Lacroix, and Christophe Peeters is warranted as the overall board lacks independence. Furthermore, the proposed term of nominees Joachim Coens, Nadege Lacroix, and Christophe Peeters exceeds four years. A vote AGAINST items 21 and 22 is warranted as item 5 of the Extraordinary General Meeting would formalise proportional board nomination rights for Class A and Class C shareholders, allowing non-independent directors to be appointed based on share class ownership rather than overall independence. The proposed nominees would further decrease the level of independence. A vote FOR the remaining nominees is warranted.* | | | | |
| 12 | Acknowledge Resignation of Pieter De Crem as Director and Approve Co-optation of Joachim Coens as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Olivier Chappelle, Roberte Kesteman, and Pascale Van Damme is warranted for lack of diversity on the board. A vote AGAINST the election of the non-independent nominees Pieter De Crem, Joachim Coens, Nadege Lacroix, and Christophe Peeters is warranted as the overall board lacks independence. Furthermore, the proposed term of nominees Joachim Coens, Nadege Lacroix, and Christophe Peeters exceeds four years. A vote AGAINST items 21 and 22 is warranted as item 5 of the Extraordinary General Meeting would formalise proportional board nomination rights for Class A and Class C shareholders, allowing non-independent directors to be appointed based on share class ownership rather than overall independence. The proposed nominees would further decrease the level of independence. A vote FOR the remaining nominees is warranted.* | | | | |
| 13 | Acknowledge End of Mandate of Intercommunal Association Interfin, Permanently Represented by Thibaud Wyngaard, as Director and Elect Nadege Lacroix as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Olivier Chappelle, Roberte Kesteman, and Pascale Van Damme is warranted for lack of diversity on the board. A vote AGAINST the election of the non-independent nominees Pieter De Crem, Joachim Coens, Nadege Lacroix, and Christophe Peeters is warranted as the overall board lacks independence. Furthermore, the proposed term of nominees Joachim Coens, Nadege Lacroix, and Christophe Peeters exceeds four years. A vote AGAINST items 21 and 22 is warranted as item 5 of the Extraordinary General Meeting would formalise proportional board nomination rights for Class A and Class C shareholders, allowing non-independent directors to be appointed based on share class ownership rather than overall independence. The proposed nominees would further decrease the level of independence. A vote FOR the remaining nominees is warranted.* | | | | |

# Elia Group SA/NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Acknowledge Resignation of Frank Donck as Independent Director and Approve Co-optation of Ed Merc BV, Permanently Represented by Pieter De Crem, as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Olivier Chappelle, Roberte Kesteman, and Pascale Van Damme is warranted for lack of diversity on the board. A vote AGAINST the election of the non-independent nominees Pieter De Crem, Joachim Coens, Nadege Lacroix, and Christophe Peeters is warranted as the overall board lacks independence. Furthermore, the proposed term of nominees Joachim Coens, Nadege Lacroix, and Christophe Peeters exceeds four years. A vote AGAINST items 21 and 22 is warranted as item 5 of the Extraordinary General Meeting would formalise proportional board nomination rights for Class A and Class C shareholders, allowing non-independent directors to be appointed based on share class ownership rather than overall independence. The proposed nominees would further decrease the level of independence. A vote FOR the remaining nominees is warranted.* | | | | |
| 15 | Acknowledge Resignation of Roberte Kesteman as Independent Director and Approve Co-optation of Symvouli BV, Permanently Represented by Roberte Kesteman, as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Olivier Chappelle, Roberte Kesteman, and Pascale Van Damme is warranted for lack of diversity on the board. A vote AGAINST the election of the non-independent nominees Pieter De Crem, Joachim Coens, Nadege Lacroix, and Christophe Peeters is warranted as the overall board lacks independence. Furthermore, the proposed term of nominees Joachim Coens, Nadege Lacroix, and Christophe Peeters exceeds four years. A vote AGAINST items 21 and 22 is warranted as item 5 of the Extraordinary General Meeting would formalise proportional board nomination rights for Class A and Class C shareholders, allowing non-independent directors to be appointed based on share class ownership rather than overall independence. The proposed nominees would further decrease the level of independence. A vote FOR the remaining nominees is warranted.* | | | | |
| 16 | Acknowledge Resignation of Olivier Chapelle as Independent Director and Approve Co-optation of Olivier Chapelle BV, Permanently Represented by Olivier Chapelle, as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Olivier Chappelle, Roberte Kesteman, and Pascale Van Damme is warranted for lack of diversity on the board. A vote AGAINST the election of the non-independent nominees Pieter De Crem, Joachim Coens, Nadege Lacroix, and Christophe Peeters is warranted as the overall board lacks independence. Furthermore, the proposed term of nominees Joachim Coens, Nadege Lacroix, and Christophe Peeters exceeds four years. A vote AGAINST items 21 and 22 is warranted as item 5 of the Extraordinary General Meeting would formalise proportional board nomination rights for Class A and Class C shareholders, allowing non-independent directors to be appointed based on share class ownership rather than overall independence. The proposed nominees would further decrease the level of independence. A vote FOR the remaining nominees is warranted.* | | | | |
| 17 | Acknowledge Resignation of Michel Sirat as Independent Director and Approve Co-optation of Tesuji Conseil SAS, Permanently Represented by Michel Sirat, as Independent Director | Mgmt | For | For | For |

# Elia Group SA/NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Acknowledge Resignation of Pascale Van Damme as Independent Director and Approve Co-optation of Aurora Nova BV, Permanently Represented by Pascale Van Damme, as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Olivier Chappelle, Roberte Kesteman, and Pascale Van Damme is warranted for lack of diversity on the board. A vote AGAINST the election of the non-independent nominees Pieter De Crem, Joachim Coens, Nadege Lacroix, and Christophe Peeters is warranted as the overall board lacks independence. Furthermore, the proposed term of nominees Joachim Coens, Nadege Lacroix, and Christophe Peeters exceeds four years. A vote AGAINST items 21 and 22 is warranted as item 5 of the Extraordinary General Meeting would formalise proportional board nomination rights for Class A and Class C shareholders, allowing non-independent directors to be appointed based on share class ownership rather than overall independence. The proposed nominees would further decrease the level of independence. A vote FOR the remaining nominees is warranted.* | | | | |
| 19 | Acknowledge Term Expiry of Saskia Van Uffelen as Director and Elect Pascal Laffineur BV, Permanently Represented by Pascal Laffineur, as Independent Director | Mgmt | For | For | For |
| 20 | Ratify EY, Permanently Represented by Frederic De Mee, and BDO, Permanently Represented by Michael Delbeke, as Auditors of the Company and for Sustainability Reporting and Approve Their Remuneration | Mgmt | For | For | For |
| 21 | In the Event that the Article Amendment Proposed under Item 5 of the EGM is Approved: Elect Pascal De Buck as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Olivier Chappelle, Roberte Kesteman, and Pascale Van Damme is warranted for lack of diversity on the board. A vote AGAINST the election of the non-independent nominees Pieter De Crem, Joachim Coens, Nadege Lacroix, and Christophe Peeters is warranted as the overall board lacks independence. Furthermore, the proposed term of nominees Joachim Coens, Nadege Lacroix, and Christophe Peeters exceeds four years. A vote AGAINST items 21 and 22 is warranted as item 5 of the Extraordinary General Meeting would formalise proportional board nomination rights for Class A and Class C shareholders, allowing non-independent directors to be appointed based on share class ownership rather than overall independence. The proposed nominees would further decrease the level of independence. A vote FOR the remaining nominees is warranted.* | | | | |
| 22 | In the Event that the Article Amendment Proposed under Item 5 of the EGM is Approved: Elect Anne Leclercq as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Olivier Chappelle, Roberte Kesteman, and Pascale Van Damme is warranted for lack of diversity on the board. A vote AGAINST the election of the non-independent nominees Pieter De Crem, Joachim Coens, Nadege Lacroix, and Christophe Peeters is warranted as the overall board lacks independence. Furthermore, the proposed term of nominees Joachim Coens, Nadege Lacroix, and Christophe Peeters exceeds four years. A vote AGAINST items 21 and 22 is warranted as item 5 of the Extraordinary General Meeting would formalise proportional board nomination rights for Class A and Class C shareholders, allowing non-independent directors to be appointed based on share class ownership rather than overall independence. The proposed nominees would further decrease the level of independence. A vote FOR the remaining nominees is warranted.* | | | | |

## Elia Group SA/NV

**Meeting Date:** 05/19/2026 **Country:** Belgium **Ticker:** ELI

**Record Date:** 05/05/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** B35656105

**Shares Voted:** 5,877

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Shareholders' Meeting Agenda | Mgmt | | | |
| 1 | Amend Articles 3.6, 4.4, and 17.8 of the Articles of Association | Mgmt | For | For | For |
| 2 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 3.a | Receive Special Board Report in Accordance with Sections 7:199 and 7:155 of the Code of Companies and Associations | Mgmt | | | |
| 3.b | Receive Special Board Report in Accordance with Section 7:155 of the Code of Companies and Associations Re: Share Classes Rights Amendment | Mgmt | | | |
| 4 | Approve Authorization to Increase Share Capital up to 70 percent of Authorized Capital by Various Means and Amend Article 7 of the Articles of Association | Mgmt | For | For | For |
| 5 | Amend Articles 12.1, 12.4 and 13.2.2 of the Articles of Association | Mgmt | For | For | For |

## Fresnillo Plc

**Meeting Date:** 05/19/2026 **Country:** United Kingdom **Ticker:** FRES

**Record Date:** 05/15/2026 **Meeting Type:** Annual

**Primary Security ID:** G371E2108

**Shares Voted:** 795

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Remuneration Policy | Mgmt | For | For | For |

## Fresnillo Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Revised Remuneration Policy | Mgmt | For | For | For |
| 6 | Re-elect Alejandro Bailleres as Director | Mgmt | For | For | For |
| 7 | Re-elect Arturo Fernandez as Director | Mgmt | For | For | For |
| 8 | Re-elect Fernando Ruiz as Director | Mgmt | For | For | For |
| 9 | Re-elect Eduardo Cepeda as Director | Mgmt | For | For | For |
| 10 | Re-elect Charles Jacobs as Director | Mgmt | For | For | For |
| 11 | Re-elect Alberto Tiburcio as Director | Mgmt | For | For | For |
| 12 | Re-elect Dame Judith Macgregor as Director | Mgmt | For | For | For |
| 13 | Re-elect Georgina Kessel as Director | Mgmt | For | For | For |
| 14 | Re-elect Guadalupe de la Vega as Director | Mgmt | For | For | For |
| 15 | Re-elect Hector Rangel as Director | Mgmt | For | For | For |
| 16 | Re-elect Luz Adriana Ramirez as Director | Mgmt | For | For | For |
| 17 | Re-elect Rosa Vazquez as Director | Mgmt | For | For | For |
| 18 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 19 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 23 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 24 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Howmet Aerospace Inc.

**Meeting Date:** 05/19/2026 **Country:** USA **Ticker:** HWM

**Record Date:** 03/24/2026 **Meeting Type:** Annual

**Primary Security ID:** 443201108

## Howmet Aerospace Inc.

**Shares Voted:** 2,981

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director James F. Albaugh | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Amy E. Alving | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Sharon R. Barner | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Joseph S. Cantie | Mgmt | For | For | For |
| 1e | Elect Director Robert F. Leduc | Mgmt | For | For | For |
| 1f | Elect Director Jody G. Miller | Mgmt | For | For | For |
| 1g | Elect Director John C. Plant | Mgmt | For | For | For |
| 1h | Elect Director Ulrich R. Schmidt | Mgmt | For | For | For |
| 1i | Elect Director Gunner S. Smith | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the annual incentive program was primarily based on pre-set objective measures and the annual LTI program was majority performance-conditioned and utilizes multi-year metrics, the pay-for-performance misalignment was not mitigated for the year in review. While the board disclosed fulsome rationale for the retention award granted to the CEO, significant concerns remain as it was outsized and entirely time-based. Additionally, disclosure was lacking for certain aspects of both incentive programs and the CEO's maximum annual incentive payout opportunity was relatively high.* | | | | |

## IG Group Holdings plc

**Meeting Date:** 05/19/2026 **Country:** United Kingdom **Ticker:** IGG

**Record Date:** 05/15/2026 **Meeting Type:** Annual

**Primary Security ID:** G4753Q106

**Shares Voted:** 1,642

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |

# IG Group Holdings plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Re-elect Breon Corcoran as Director | Mgmt | For | For | For |
| 5 | Re-elect Clifford Abrahams as Director | Mgmt | For | For | For |
| 6 | Re-elect Jonathan Moulds as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jonathan Moulds, Marieke Flament, Wu Gang and Helen Stevenson is warranted for lack of diversity on the board.* | | | | |
| 7 | Re-elect Rakesh Bhasin as Director | Mgmt | For | For | For |
| 8 | Re-elect Andrew Didham as Director | Mgmt | For | For | For |
| 9 | Re-elect Marieke Flament as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jonathan Moulds, Marieke Flament, Wu Gang and Helen Stevenson is warranted for lack of diversity on the board.* | | | | |
| 10 | Re-elect Wu Gang as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jonathan Moulds, Marieke Flament, Wu Gang and Helen Stevenson is warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect Sally-Ann Hibberd as Director | Mgmt | For | For | For |
| 12 | Re-elect Susan Skerritt as Director | Mgmt | For | For | For |
| 13 | Re-elect Helen Stevenson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jonathan Moulds, Marieke Flament, Wu Gang and Helen Stevenson is warranted for lack of diversity on the board.* | | | | |
| 14 | Elect Andrew Barron as Director | Mgmt | For | For | For |
| 15 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Board Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

# International Workplace Group Plc

**Meeting Date:** 05/19/2026 **Country:** Jersey **Ticker:** IWG

**Record Date:** 05/15/2026 **Meeting Type:** Annual

**Primary Security ID:** G4969N103

**Shares Voted:** 4,115

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Ratify KPMG Ireland as Auditors | Mgmt | For | For | For |
| 5 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 6 | Re-elect Lazaro Campos as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Lazaro Campos, Laurie Harris, Mary (Nina) Henderson, Stephen Jennings, Tarun Lal and Sophie L'Helias is warranted for lack of diversity on the board. Further concerns are noted regarding the re-election of Nina Henderson: * She is a member of the Audit and the Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. * Despite c.28.6% of votes cast being cast against the Company's remuneration policy at the 2025 AGM, LTIP awards were granted under the new policy only two days after the AGM, with no changes made to the LTIP structure or award terms. The timing of the awards is considered to have undermined the credibility of the shareholder consultation undertaken post-AGM, irrespective of its stated scope or extent. As Chair of the Remuneration Committee, Nina Henderson is considered to bear ultimate responsibility for the Company's remuneration practice. However: * The Company confirmed that her continued appointment remains a near-term arrangement, as part of its broader succession plan. Ms Henderson will step down as Remuneration Committee Chair at the upcoming AGM, and the search for an additional NED is also underway. * No other issues identified with her independence. A vote FOR the re-election of Douglas Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 17 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company confirmed that his continued appointment remains a near-term arrangement, as part of its broader succession plan. Preparations for the succession of the Chair role continues in 2026, and the search for an additional NED is also underway. A vote FOR the remaining nominees is also warranted.* | | | | |
| 7 | Re-elect Mark Dixon as Director | Mgmt | For | For | For |
| 8 | Re-elect Laurie Harris as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Lazaro Campos, Laurie Harris, Mary (Nina) Henderson, Stephen Jennings, Tarun Lal and Sophie L'Helias is warranted for lack of diversity on the board. Further concerns are noted regarding the re-election of Nina Henderson: * She is a member of the Audit and the Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. * Despite c.28.6% of votes cast being cast against the Company's remuneration policy at the 2025 AGM, LTIP awards were granted under the new policy only two days after the AGM, with no changes made to the LTIP structure or award terms. The timing of the awards is considered to have undermined the credibility of the shareholder consultation undertaken post-AGM, irrespective of its stated scope or extent. As Chair of the Remuneration Committee, Nina Henderson is considered to bear ultimate responsibility for the Company's remuneration practice. However: * The Company confirmed that her continued appointment remains a near-term arrangement, as part of its broader succession plan. Ms Henderson will step down as Remuneration Committee Chair at the upcoming AGM, and the search for an additional NED is also underway. * No other issues identified with her independence. A vote FOR the re-election of Douglas Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 17 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company confirmed that his continued appointment remains a near-term arrangement, as part of its broader succession plan. Preparations for the succession of the Chair role continues in 2026, and the search for an additional NED is also underway. A vote FOR the remaining nominees is also warranted.* | | | | |

# International Workplace Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Re-elect Nina Henderson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Lazaro Campos, Laurie Harris, Mary (Nina) Henderson, Stephen Jennings, Tarun Lal and Sophie L'Helias is warranted for lack of diversity on the board. Further concerns are noted regarding the re-election of Nina Henderson: * She is a member of the Audit and the Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. * Despite c.28.6% of votes cast being cast against the Company's remuneration policy at the 2025 AGM, LTIP awards were granted under the new policy only two days after the AGM, with no changes made to the LTIP structure or award terms. The timing of the awards is considered to have undermined the credibility of the shareholder consultation undertaken post-AGM, irrespective of its stated scope or extent. As Chair of the Remuneration Committee, Nina Henderson is considered to bear ultimate responsibility for the Company's remuneration practice. However: * The Company confirmed that her continued appointment remains a near-term arrangement, as part of its broader succession plan. Ms Henderson will step down as Remuneration Committee Chair at the upcoming AGM, and the search for an additional NED is also underway. * No other issues identified with her independence. A vote FOR the re-election of Douglas Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 17 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company confirmed that his continued appointment remains a near-term arrangement, as part of its broader succession plan. Preparations for the succession of the Chair role continues in 2026, and the search for an additional NED is also underway. A vote FOR the remaining nominees is also warranted.* | | | | |
| 10 | Re-elect Stephen Jennings as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Lazaro Campos, Laurie Harris, Mary (Nina) Henderson, Stephen Jennings, Tarun Lal and Sophie L'Helias is warranted for lack of diversity on the board. Further concerns are noted regarding the re-election of Nina Henderson: * She is a member of the Audit and the Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. * Despite c.28.6% of votes cast being cast against the Company's remuneration policy at the 2025 AGM, LTIP awards were granted under the new policy only two days after the AGM, with no changes made to the LTIP structure or award terms. The timing of the awards is considered to have undermined the credibility of the shareholder consultation undertaken post-AGM, irrespective of its stated scope or extent. As Chair of the Remuneration Committee, Nina Henderson is considered to bear ultimate responsibility for the Company's remuneration practice. However: * The Company confirmed that her continued appointment remains a near-term arrangement, as part of its broader succession plan. Ms Henderson will step down as Remuneration Committee Chair at the upcoming AGM, and the search for an additional NED is also underway. * No other issues identified with her independence. A vote FOR the re-election of Douglas Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 17 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company confirmed that his continued appointment remains a near-term arrangement, as part of its broader succession plan. Preparations for the succession of the Chair role continues in 2026, and the search for an additional NED is also underway. A vote FOR the remaining nominees is also warranted.* | | | | |
| 11 | Re-elect Sophie L'Helias as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Lazaro Campos, Laurie Harris, Mary (Nina) Henderson, Stephen Jennings, Tarun Lal and Sophie L'Helias is warranted for lack of diversity on the board. Further concerns are noted regarding the re-election of Nina Henderson: * She is a member of the Audit and the Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. * Despite c.28.6% of votes cast being cast against the Company's remuneration policy at the 2025 AGM, LTIP awards were granted under the new policy only two days after the AGM, with no changes made to the LTIP structure or award terms. The timing of the awards is considered to have undermined the credibility of the shareholder consultation undertaken post-AGM, irrespective of its stated scope or extent. As Chair of the Remuneration Committee, Nina Henderson is considered to bear ultimate responsibility for the Company's remuneration practice. However: * The Company confirmed that her continued appointment remains a near-term arrangement, as part of its broader succession plan. Ms Henderson will step down as Remuneration Committee Chair at the upcoming AGM, and the search for an additional NED is also underway. * No other issues identified with her independence. A vote FOR the re-election of Douglas Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 17 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company confirmed that his continued appointment remains a near-term arrangement, as part of its broader succession plan. Preparations for the succession of the Chair role continues in 2026, and the search for an additional NED is also underway. A vote FOR the remaining nominees is also warranted.* | | | | |

## International Workplace Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Re-elect Tarun Lal as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Lazaro Campos, Laurie Harris, Mary (Nina) Henderson, Stephen Jennings, Tarun Lal and Sophie L'Helias is warranted for lack of diversity on the board. Further concerns are noted regarding the re-election of Nina Henderson: * She is a member of the Audit and the Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. * Despite c.28.6% of votes cast being cast against the Company's remuneration policy at the 2025 AGM, LTIP awards were granted under the new policy only two days after the AGM, with no changes made to the LTIP structure or award terms. The timing of the awards is considered to have undermined the credibility of the shareholder consultation undertaken post-AGM, irrespective of its stated scope or extent. As Chair of the Remuneration Committee, Nina Henderson is considered to bear ultimate responsibility for the Company's remuneration practice. However: * The Company confirmed that her continued appointment remains a near-term arrangement, as part of its broader succession plan. Ms Henderson will step down as Remuneration Committee Chair at the upcoming AGM, and the search for an additional NED is also underway. * No other issues identified with her independence. A vote FOR the re-election of Douglas Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 17 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company confirmed that his continued appointment remains a near-term arrangement, as part of its broader succession plan. Preparations for the succession of the Chair role continues in 2026, and the search for an additional NED is also underway. A vote FOR the remaining nominees is also warranted.* | | | | |
| 13 | Re-elect Charlie Steel as Director | Mgmt | For | For | For |
| 14 | Re-elect Douglas Sutherland as Director | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | 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 17 | Mgmt | For | For | For |
| 17 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 21 | Amend Articles of Association | Mgmt | For | For | For |

## IONOS Group SE

**Meeting Date:** 05/19/2026 **Country:** Germany **Ticker:** IOS

**Record Date:** 05/12/2026 **Meeting Type:** Annual

**Primary Security ID:** D3R77H101

# IONOS Group SE

**Shares Voted:** 382

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Supervisory Board Member Ralph Dommermuth for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Supervisory Board Member Rene Obermann for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.3 | Approve Discharge of Supervisory Board Member Claudia Borgas-Herold for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.5 | Approve Discharge of Supervisory Board Member Vanessa Stuetzle for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.6 | Approve Discharge of Supervisory Board Member Carsten Theurer for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.1 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2026 and for the Review of the Interim Financial Statements Until 2027 AGM | Mgmt | For | For | For |
| 4.2 | Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |
| 6 | Approve Creation of EUR 70 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because: - The issuance request would allow for a capital increase without preemptive rights for up to 20 percent of the issued share capital.*

## IONOS Group SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.8 Billion; Approve Creation of EUR 70 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because: The issuance request would allow for a capital increase without preemptive rights for up to 20 percent of the issued share capital. When combined with the proposed authorized capital, the authorization represents an excessive total issuance volume of 100 percent of the issued share capital.* | | | | |
| 8 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |

## JPMorgan Chase & Co.

**Meeting Date:** 05/19/2026 **Country:** USA **Ticker:** JPM

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 46625H100

**Shares Voted:** 24,733

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Linda B. Bammann | Mgmt | For | For | For |
| 1b | Elect Director Michele G. Buck | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Stephen B. Burke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Alicia Boler Davis | Mgmt | For | For | For |
| 1e | Elect Director James Dimon | Mgmt | For | For | For |
| 1f | Elect Director Alex Gorsky | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Mellody Hobson | Mgmt | For | For | For |
| 1h | Elect Director Phebe N. Novakovic | Mgmt | For | For | For |
| 1i | Elect Director Virginia M. Rometty | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director Brad D. Smith | Mgmt | For | For | For |

## JPMorgan Chase & Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1k | Elect Director Mark A. Weinberger | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Alignment of Security and Resiliency Initiative with Climate-Related Commitments | SH | Against | Against | Against |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 6 | Report on Alignment of Lobbying Activities with Stated Public Policy Positions | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as a report on the company's alignment of lobbying activities with the company's values and priorities would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political activities.* | | | | |
| 7 | Report on Expected Return on Investment of Company's Sustainability Investments | SH | Against | Against | Against |

## Montana Aerospace AG

**Meeting Date:** 05/19/2026 **Country:** Switzerland **Ticker:** AERO

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H55555108

**Shares Voted:** 302

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Sustainability Report (Non-Binding) | Mgmt | For | For | For |
| 3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * LTI and Gross Bonus incentive awards are not subject to a maximum cap. * Two directors, including the chair, received additional remuneration that is not further explained. * There has been no response to significant shareholder dissent at the previous three AGMs. * Awards under the MSOP partially vest in less than three years. Because the last grant to executives dates back to 2022, this does not apply to awards vested during FY25.* | | | | |
| 4 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 5 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |

# Montana Aerospace AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.1 | Approve Remuneration of Directors in the Amount of CHF 2 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposal affords the company considerable flexibility to increase board fees and the company has failed to provide a compelling rationale. * Non-executive directors are in principle entitled to grants under the MSOP and there is considerable uncertainty regarding the planned fee structure for Michael Pistauer.* | | | | |
| 6.2 | Approve Remuneration of Executive Committee in the Amount of EUR 8 Million | Mgmt | For | For | For |
| 7.1.1 | Reelect Michael Tojner as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 - 7.1.6) Votes AGAINST incumbent nominating committee members Michael Tojner, Christian Hosp, and Martin Ohneberg are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees Michael Tojner, Christian Hosp, Martin Ohneberg, Michael Pistauer, Markus Vischer, and Thomas Williams are warranted because of the failure to establish a majority independent board. Votes AGAINST the non-independent audit committee members, Christian Hosp and Markus Vischer, are further warranted due to the failure to establish a majority independent committee and because Vischer serves as chair. Compensation committee elections (Items 7.2.1 - 7.2.4) A vote AGAINST the current nomination and compensation committee chair, Michael Tojner, is warranted: * Because his election to the board does not warrant support. * Because of the failure to establish a sufficiently independent committee. * Due to a continued lack of responsiveness to significant shareholder dissent on the remuneration report votes Votes AGAINST Christian Hosp, Martin Ohneberg, and Thomas (Tom) Williams are warranted as their election to the board does not warrant support and due to the failure to establish a sufficiently independent remuneration committee.* | | | | |
| 7.1.2 | Reelect Christian Hosp as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 - 7.1.6) Votes AGAINST incumbent nominating committee members Michael Tojner, Christian Hosp, and Martin Ohneberg are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees Michael Tojner, Christian Hosp, Martin Ohneberg, Michael Pistauer, Markus Vischer, and Thomas Williams are warranted because of the failure to establish a majority independent board. Votes AGAINST the non-independent audit committee members, Christian Hosp and Markus Vischer, are further warranted due to the failure to establish a majority independent committee and because Vischer serves as chair. Compensation committee elections (Items 7.2.1 - 7.2.4) A vote AGAINST the current nomination and compensation committee chair, Michael Tojner, is warranted: * Because his election to the board does not warrant support. * Because of the failure to establish a sufficiently independent committee. * Due to a continued lack of responsiveness to significant shareholder dissent on the remuneration report votes Votes AGAINST Christian Hosp, Martin Ohneberg, and Thomas (Tom) Williams are warranted as their election to the board does not warrant support and due to the failure to establish a sufficiently independent remuneration committee.* | | | | |
| 7.1.3 | Reelect Markus Vischer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 - 7.1.6) Votes AGAINST incumbent nominating committee members Michael Tojner, Christian Hosp, and Martin Ohneberg are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees Michael Tojner, Christian Hosp, Martin Ohneberg, Michael Pistauer, Markus Vischer, and Thomas Williams are warranted because of the failure to establish a majority independent board. Votes AGAINST the non-independent audit committee members, Christian Hosp and Markus Vischer, are further warranted due to the failure to establish a majority independent committee and because Vischer serves as chair. Compensation committee elections (Items 7.2.1 - 7.2.4) A vote AGAINST the current nomination and compensation committee chair, Michael Tojner, is warranted: * Because his election to the board does not warrant support. * Because of the failure to establish a sufficiently independent committee. * Due to a continued lack of responsiveness to significant shareholder dissent on the remuneration report votes Votes AGAINST Christian Hosp, Martin Ohneberg, and Thomas (Tom) Williams are warranted as their election to the board does not warrant support and due to the failure to establish a sufficiently independent remuneration committee.* | | | | |

# Montana Aerospace AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.1.4 | Reelect Martin Ohneberg as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 - 7.1.6) Votes AGAINST incumbent nominating committee members Michael Tojner, Christian Hosp, and Martin Ohneberg are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees Michael Tojner, Christian Hosp, Martin Ohneberg, Michael Pistauer, Markus Vischer, and Thomas Williams are warranted because of the failure to establish a majority independent board. Votes AGAINST the non-independent audit committee members, Christian Hosp and Markus Vischer, are further warranted due to the failure to establish a majority independent committee and because Vischer serves as chair. Compensation committee elections (Items 7.2.1 - 7.2.4) A vote AGAINST the current nomination and compensation committee chair, Michael Tojner, is warranted: * Because his election to the board does not warrant support. * Because of the failure to establish a sufficiently independent committee. * Due to a continued lack of responsiveness to significant shareholder dissent on the remuneration report votes Votes AGAINST Christian Hosp, Martin Ohneberg, and Thomas (Tom) Williams are warranted as their election to the board does not warrant support and due to the failure to establish a sufficiently independent remuneration committee.* | | | | |
| 7.1.5 | Reelect Michael Pistauer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 - 7.1.6) Votes AGAINST incumbent nominating committee members Michael Tojner, Christian Hosp, and Martin Ohneberg are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees Michael Tojner, Christian Hosp, Martin Ohneberg, Michael Pistauer, Markus Vischer, and Thomas Williams are warranted because of the failure to establish a majority independent board. Votes AGAINST the non-independent audit committee members, Christian Hosp and Markus Vischer, are further warranted due to the failure to establish a majority independent committee and because Vischer serves as chair. Compensation committee elections (Items 7.2.1 - 7.2.4) A vote AGAINST the current nomination and compensation committee chair, Michael Tojner, is warranted: * Because his election to the board does not warrant support. * Because of the failure to establish a sufficiently independent committee. * Due to a continued lack of responsiveness to significant shareholder dissent on the remuneration report votes Votes AGAINST Christian Hosp, Martin Ohneberg, and Thomas (Tom) Williams are warranted as their election to the board does not warrant support and due to the failure to establish a sufficiently independent remuneration committee.* | | | | |
| 7.1.6 | Elect Thomas Williams as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 - 7.1.6) Votes AGAINST incumbent nominating committee members Michael Tojner, Christian Hosp, and Martin Ohneberg are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees Michael Tojner, Christian Hosp, Martin Ohneberg, Michael Pistauer, Markus Vischer, and Thomas Williams are warranted because of the failure to establish a majority independent board. Votes AGAINST the non-independent audit committee members, Christian Hosp and Markus Vischer, are further warranted due to the failure to establish a majority independent committee and because Vischer serves as chair. Compensation committee elections (Items 7.2.1 - 7.2.4) A vote AGAINST the current nomination and compensation committee chair, Michael Tojner, is warranted: * Because his election to the board does not warrant support. * Because of the failure to establish a sufficiently independent committee. * Due to a continued lack of responsiveness to significant shareholder dissent on the remuneration report votes Votes AGAINST Christian Hosp, Martin Ohneberg, and Thomas (Tom) Williams are warranted as their election to the board does not warrant support and due to the failure to establish a sufficiently independent remuneration committee.* | | | | |
| 7.2.1 | Reappoint Michael Tojner as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 - 7.1.6) Votes AGAINST incumbent nominating committee members Michael Tojner, Christian Hosp, and Martin Ohneberg are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees Michael Tojner, Christian Hosp, Martin Ohneberg, Michael Pistauer, Markus Vischer, and Thomas Williams are warranted because of the failure to establish a majority independent board. Votes AGAINST the non-independent audit committee members, Christian Hosp and Markus Vischer, are further warranted due to the failure to establish a majority independent committee and because Vischer serves as chair. Compensation committee elections (Items 7.2.1 - 7.2.4) A vote AGAINST the current nomination and compensation committee chair, Michael Tojner, is warranted: * Because his election to the board does not warrant support. * Because of the failure to establish a sufficiently independent committee. * Due to a continued lack of responsiveness to significant shareholder dissent on the remuneration report votes Votes AGAINST Christian Hosp, Martin Ohneberg, and Thomas (Tom) Williams are warranted as their election to the board does not warrant support and due to the failure to establish a sufficiently independent remuneration committee.* | | | | |

# Montana Aerospace AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.2.2 | Reappoint Christian Hosp as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 - 7.1.6) Votes AGAINST incumbent nominating committee members Michael Tojner, Christian Hosp, and Martin Ohneberg are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees Michael Tojner, Christian Hosp, Martin Ohneberg, Michael Pistauer, Markus Vischer, and Thomas Williams are warranted because of the failure to establish a majority independent board. Votes AGAINST the non-independent audit committee members, Christian Hosp and Markus Vischer, are further warranted due to the failure to establish a majority independent committee and because Vischer serves as chair. Compensation committee elections (Items 7.2.1 - 7.2.4) A vote AGAINST the current nomination and compensation committee chair, Michael Tojner, is warranted: * Because his election to the board does not warrant support. * Because of the failure to establish a sufficiently independent committee. * Due to a continued lack of responsiveness to significant shareholder dissent on the remuneration report votes Votes AGAINST Christian Hosp, Martin Ohneberg, and Thomas (Tom) Williams are warranted as their election to the board does not warrant support and due to the failure to establish a sufficiently independent remuneration committee.* | | | | |
| 7.2.3 | Reappoint Martin Ohneberg as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 - 7.1.6) Votes AGAINST incumbent nominating committee members Michael Tojner, Christian Hosp, and Martin Ohneberg are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees Michael Tojner, Christian Hosp, Martin Ohneberg, Michael Pistauer, Markus Vischer, and Thomas Williams are warranted because of the failure to establish a majority independent board. Votes AGAINST the non-independent audit committee members, Christian Hosp and Markus Vischer, are further warranted due to the failure to establish a majority independent committee and because Vischer serves as chair. Compensation committee elections (Items 7.2.1 - 7.2.4) A vote AGAINST the current nomination and compensation committee chair, Michael Tojner, is warranted: * Because his election to the board does not warrant support. * Because of the failure to establish a sufficiently independent committee. * Due to a continued lack of responsiveness to significant shareholder dissent on the remuneration report votes Votes AGAINST Christian Hosp, Martin Ohneberg, and Thomas (Tom) Williams are warranted as their election to the board does not warrant support and due to the failure to establish a sufficiently independent remuneration committee.* | | | | |
| 7.2.4 | Appoint Thomas Williams as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 7.1.1 - 7.1.6) Votes AGAINST incumbent nominating committee members Michael Tojner, Christian Hosp, and Martin Ohneberg are warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees Michael Tojner, Christian Hosp, Martin Ohneberg, Michael Pistauer, Markus Vischer, and Thomas Williams are warranted because of the failure to establish a majority independent board. Votes AGAINST the non-independent audit committee members, Christian Hosp and Markus Vischer, are further warranted due to the failure to establish a majority independent committee and because Vischer serves as chair. Compensation committee elections (Items 7.2.1 - 7.2.4) A vote AGAINST the current nomination and compensation committee chair, Michael Tojner, is warranted: * Because his election to the board does not warrant support. * Because of the failure to establish a sufficiently independent committee. * Due to a continued lack of responsiveness to significant shareholder dissent on the remuneration report votes Votes AGAINST Christian Hosp, Martin Ohneberg, and Thomas (Tom) Williams are warranted as their election to the board does not warrant support and due to the failure to establish a sufficiently independent remuneration committee.* | | | | |
| 7.3 | Designate Keller AG as Independent Proxy | Mgmt | For | For | For |
| 7.4 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |
| 8 | Amend Articles Re: Compensation Committee Independence | Mgmt | For | For | For |
| 9 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

# MONTEA NV

**Meeting Date:** 05/19/2026 **Country:** Belgium **Ticker:** MONT
**Record Date:** 05/05/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** B6214F103

**Shares Voted:** 141

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual and Extraordinary Shareholders Meeting | Mgmt | | | |
| | Annual Meeting Agenda | Mgmt | | | |
| A.1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| A.2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| A.3 | Adopt Financial Statements | Mgmt | For | For | For |
| A.4 | Approve Allocation of Income and Dividends of EUR 3.93 per Share | Mgmt | For | For | For |
| A.5 | Approve Remuneration Report | Mgmt | For | For | For |
| A.6 | Approve Discharge of Sole Director | Mgmt | For | For | For |
| A.7 | Approve Discharge of the Permanent Representative of the Sole Director | Mgmt | For | For | For |
| A.8 | Approve Discharge of Auditors | Mgmt | For | For | For |
| A.9 | Approve Remuneration of Sole Director | Mgmt | For | For | For |
| A.10 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration policy is not in line to market standards as we raise some concerns as the company holds a derogation clause that doesn't clearly define and limit the elements of compensation framework and extent to which derogations may apply. Furthermore, LTI awards regarding stock option plans are uncapped, the policy provides limited disclosure on STI/LTI performance metrics, weights and targets and the policy introduces an STI bonus credit based on overperformance which allows to counter other financial years' underperformance.* | | | | |
| A.11a | Approve Financial Statements and Allocation of Income of the Absorbed Company Montea Services BV | Mgmt | For | For | For |
| A.11b | Approve Discharge of Jo De Wolf, Sole Director of the Absorbed Company Montea Services BV | Mgmt | For | For | For |
| A.11c | Approve Discharge of Auditors of the Absorbed Company Montea Services BV | Mgmt | For | For | For |
| A.12 | Approve Change-of-Control Clause Re: Financing Agreements | Mgmt | For | For | For |
| | Extraordinary Shareholders' Meeting Agenda | Mgmt | | | |

## MONTEA NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| B.1 | Approve Transition of the Board Structure from Sole Director to a Governance Structure with a One-Tier Board of Directors | Mgmt | For | For | For |
| B.2 | Approve Termination of the Sole director's Mandate, Interim Discharge, and Approval of Remuneration up to and Including the Date of this Meeting | Mgmt | For | For | For |
| B.3 | Amend Articles of Association following a Change to the Governance Structure | Mgmt | For | For | For |
| B.4.a | Elect Jo De Wolf, Dirk De Pauw and William Snoeck as Directors and Lieve Creten, Dirk Lannoo, Koen Van Gerven and Barbara De Saedeleer as Independent Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Lieve Creten, Barbara De Saedeleer, and Koen Van Gerven is warranted for lack of diversity on the board. Given the bundled nature of this item, votes against the entire slate are warranted. A vote AGAINST this item is also warranted because: * The company has submitted all board nominees as a bundled item leaving shareholders with an all-or-nothing choice.* | | | | |
| B.4.b | Approve Remuneration of Directors | Mgmt | For | For | For |
| B.5 | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |

## Nongfu Spring Co., Ltd.

**Meeting Date:** 05/19/2026 **Country:** China **Ticker:** 9633
**Record Date:** 05/13/2026 **Meeting Type:** Annual
**Primary Security ID:** Y6367W106

**Shares Voted:** 11,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Rules of Procedures of Shareholders' Meetings | Mgmt | For | For | For |
| 2 | Amend Rules of Procedures of the Board | Mgmt | For | For | For |
| 3 | Approve Repeal of the Rules of Procedures of the Supervisory Committee | Mgmt | For | For | For |
| | ELECT EXECUTIVE DIRECTORS | Mgmt | | | |
| 4.1 | Elect Zhong Shanshan as Director | Mgmt | For | For | For |

# Nongfu Spring Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.2 | Elect Wu Limin as Director | Mgmt | For | For | For |
| 4.3 | Elect Xiang Xiansong as Director | Mgmt | For | For | For |
| 4.4 | Elect Han Linyou as Director | Mgmt | For | For | For |
| | ELECT NON-EXECUTIVE DIRECTOR | Mgmt | | | |
| 5.1 | Elect Zhong Shu Zi as Director | Mgmt | For | For | For |
| | ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS | Mgmt | | | |
| 6.1 | Elect Gu Zhaoyang as Director | Mgmt | For | For | For |
| 6.2 | Elect Wen Ming as Director | Mgmt | For | For | For |
| 6.3 | Elect Wang Yingzhe as Director | Mgmt | For | For | For |
| 7 | Approve Remuneration Plan of the Ninth Session of the Board of Directors | Mgmt | For | For | For |
| 8 | Approve Proposed Changes to Use of Proceeds from the Listing and Extension of Utilization Period | Mgmt | For | For | For |
| 9 | Approve Report of the Board | Mgmt | For | For | For |
| 10 | Approve Report of the Supervisory Committee | Mgmt | For | For | For |
| 11 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 12 | Approve Ernst & Young Hua Ming LLP as the Domestic Auditor and Ernst &Young as Overseas Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 13 | Approve Final Dividend | Mgmt | For | For | For |
| 14 | Approve Application for Credit Lines from Banks and Other Financial Institutions and Related Transactions | Mgmt | For | For | For |
| 15 | Approve Provision of Guarantee | Mgmt | For | For | For |
| 16 | Amend Articles of Association and Cancellation of the Supervisory Committee | Mgmt | For | For | For |
| 17 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 18 | Authorize Repurchase of Issued H Share Capital | Mgmt | For | For | For |

## PayPal Holdings, Inc.

**Meeting Date:** 05/19/2026 **Country:** USA **Ticker:** PYPL
**Record Date:** 03/25/2026 **Meeting Type:** Annual
**Primary Security ID:** 70450Y103

**Shares Voted:** 7,909

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Joy Chik | Mgmt | For | For | For |
| 1b | Elect Director Jonathan Christodoro | Mgmt | For | For | For |
| 1c | Elect Director Carmine Di Sibio | Mgmt | For | For | For |
| 1d | Elect Director David W. Dorman | Mgmt | For | For | For |
| 1e | Elect Director Alyssa H. Henry | Mgmt | For | For | For |
| 1f | Elect Director Enrique Lores | Mgmt | For | For | For |
| 1g | Elect Director Deborah M. Messemer | Mgmt | For | For | For |
| 1h | Elect Director David M. Moffett | Mgmt | For | For | For |
| 1i | Elect Director Ann M. Sarnoff | Mgmt | For | For | For |
| 1j | Elect Director Deirdre Stanley | Mgmt | For | For | For |
| 1k | Elect Director Frank D. Yeary | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive * The three-year average burn rate is excessive * The plan allows broad discretion to accelerate vesting* | | | | |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 5 | Adopt Policy on Provision of Services in Conflict Zones | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as it seeks enhanced transparency and board-level oversight regarding service accessibility in conflict-affected regions without directing specific business decisions. The request supports alignment between the company's stated commitments and its operating practices, while facilitating consideration of potential reputational, social, and economic impacts and preserving board discretion.* | | | | |
| 6 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting would enhance the current shareholder right to call special meetings.* | | | | |

## PUMA SE

**Meeting Date:** 05/19/2026 **Country:** Germany **Ticker:** PUM
**Record Date:** 04/27/2026 **Meeting Type:** Annual
**Primary Security ID:** D62318148

## PUMA SE

**Shares Voted:** 651

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify KPMG AG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: - New executives were awarded sign-on bonuses in connection with their appointment, which is not in line with market practice, and it is not supported by a compelling rationale. - Former CEO's variable pay was subject to accelerated vesting without a detailed and compelling explanation. In addition, the STI was paid out assuming a target achievement of 100 percent, whereas 2025 target achievement was 11 percent for other executive and already at the Q1 2025 results performance on KPI was below target and later downward adjusted.* | | | | |
| 7 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 14.8 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | For | For |

## Roper Technologies, Inc.

**Meeting Date:** 05/19/2026 **Country:** USA **Ticker:** ROP

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 776696106

**Shares Voted:** 1,902

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Shellye L. Archambeau | Mgmt | For | For | For |
| 1.2 | Elect Director Amy Woods Brinkley | Mgmt | For | For | For |
| 1.3 | Elect Director Irene M. Esteves | Mgmt | For | For | For |

## Roper Technologies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Elect Director L. Neil Hunn | Mgmt | For | For | For |
| 1.5 | Elect Director Robert D. Johnson | Mgmt | For | For | For |
| 1.6 | Elect Director Thomas P. Joyce, Jr. | Mgmt | For | For | For |
| 1.7 | Elect Director John F. Murphy | Mgmt | For | For | For |
| 1.8 | Elect Director Laura G. Thatcher | Mgmt | For | For | For |
| 1.9 | Elect Director Richard F. Wallman | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 6 | Prepare Strategic Review of Potential Spin-Off of Application and Network Software Segments | SH | Against | Against | Against |

## TBC Bank Group Plc

**Meeting Date:** 05/19/2026 **Country:** United Kingdom **Ticker:** TBCG

**Record Date:** 05/15/2026 **Meeting Type:** Annual

**Primary Security ID:** G8705J102

**Shares Voted:** 550

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Re-elect Arne Berggren as Director | Mgmt | For | For | For |
| 4 | Re-elect Vakhtang Butskhrikidze as Director | Mgmt | For | For | For |
| 5 | Re-elect Tsira Kemularia as Director | Mgmt | For | For | For |
| 6 | Re-elect Per Anders Fasth as Director | Mgmt | For | For | For |
| 7 | Re-elect Thymios Kyriakopoulos as Director | Mgmt | For | For | For |
| 8 | Re-elect Eran Klein as Director | Mgmt | For | For | For |

## TBC Bank Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Re-elect Venera Suknidze as Director | Mgmt | For | For | For |
| 10 | Re-elect Rajeev Sawhney as Director | Mgmt | For | For | For |
| 11 | Re-elect Janet Heckman as Director | Mgmt | For | For | For |
| 12 | Elect Monica Kalia as Director | Mgmt | For | For | For |
| 13 | Approve Final Dividend | Mgmt | For | For | For |
| 14 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Tradeweb Markets Inc.

**Meeting Date:** 05/19/2026 **Country:** USA **Ticker:** TW

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 892672106

**Shares Voted:** 1,177

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Scott Ganeles | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Scott Ganeles, Catherine Johnson, and Daniel Maguire given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure, the pop-up supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impact shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Catherine Johnson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Scott Ganeles, Catherine Johnson, and Daniel Maguire given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure, the pop-up supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impact shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Tradeweb Markets Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Daniel Maguire | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Scott Ganeles, Catherine Johnson, and Daniel Maguire given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure, the pop-up supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impact shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 4 | Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted as the decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability to public shareholders.* | | | | |
| 5 | Amend Certificate of Incorporation to Add Federal Forum Selection Provision | Mgmt | For | For | For |

## Verisk Analytics, Inc.

**Meeting Date:** 05/19/2026 **Country:** USA **Ticker:** VRSK

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 92345Y106

**Shares Voted:** 1,498

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jeffrey Dailey | Mgmt | For | For | For |
| 1b | Elect Director Bruce Hansen | Mgmt | For | For | For |
| 1c | Elect Director Gregory Hendrick | Mgmt | For | For | For |
| 1d | Elect Director Samuel G. Liss | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Pradip K. Patiath | Mgmt | For | For | For |
| 1f | Elect Director Christopher J. Perry | Mgmt | For | For | For |
| 1g | Elect Director Sabra R. Purtill | Mgmt | For | For | For |
| 1h | Elect Director Lee M. Shavel | Mgmt | For | For | For |
| 1i | Elect Director Olumide Soroye | Mgmt | For | For | For |

## Verisk Analytics, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Kimberly S. Stevenson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director Therese M. Vaughan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to act by written consent would improve shareholder rights.* | | | | |

## Zebra Technologies Corporation

**Meeting Date:** 05/19/2026 **Country:** USA **Ticker:** ZBRA

**Record Date:** 03/25/2026 **Meeting Type:** Annual

**Primary Security ID:** 989207105

**Shares Voted:** 210

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director William J. Burns | Mgmt | For | For | For |
| 1b | Elect Director Linda M. Connly | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Anders Gustafsson | Mgmt | For | For | For |
| 1d | Elect Director Janice M. Roberts | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## 4imprint Group Plc

**Meeting Date:** 05/20/2026 **Country:** United Kingdom **Ticker:** FOUR

**Record Date:** 05/18/2026 **Meeting Type:** Annual

**Primary Security ID:** G36555103

# 4imprint Group Plc

**Shares Voted:** 234

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect Paul Forman as Director | Mgmt | For | For | For |
| 5 | Re-elect Lindsay Beardsell as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John Gibney, Lindsay Beardsell, Jasvanti (Jaz) Rabadia Patel and Christina (Tina) Southall is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.* | | | | |
| 6 | Re-elect Michelle Brukwicki as Director | Mgmt | For | For | For |
| 7 | Re-elect John Gibney as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John Gibney, Lindsay Beardsell, Jasvanti (Jaz) Rabadia Patel and Christina (Tina) Southall is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.* | | | | |
| 8 | Re-elect Kevin Lyons-Tarr as Director | Mgmt | For | For | For |
| 9 | Re-elect Jaz Patel as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John Gibney, Lindsay Beardsell, Jasvanti (Jaz) Rabadia Patel and Christina (Tina) Southall is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.* | | | | |
| 10 | Re-elect Christina Southall as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John Gibney, Lindsay Beardsell, Jasvanti (Jaz) Rabadia Patel and Christina (Tina) Southall is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.* | | | | |
| 11 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 12 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 13 | Authorise Issue of Equity | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 15 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 16 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Align Technology, Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** ALGN
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 016255101

**Shares Voted:** 343

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kevin T. Conroy | Mgmt | For | For | For |
| 1.2 | Elect Director Kevin J. Dallas | Mgmt | For | For | For |
| 1.3 | Elect Director Joseph M. Hogan | Mgmt | For | For | For |
| 1.4 | Elect Director Joseph Lacob | Mgmt | For | For | For |
| 1.5 | Elect Director C. Raymond Larkin, Jr. | Mgmt | For | For | For |
| 1.6 | Elect Director Anne M. Myong | Mgmt | For | For | For |
| 1.7 | Elect Director Mojdeh Poul | Mgmt | For | For | For |
| 1.8 | Elect Director Andrea L. Saia | Mgmt | For | For | For |
| 1.9 | Elect Director Susan E. Siegel | Mgmt | For | For | For |
| 1.10 | Elect Director Britt Vitalone | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: * The company has not disclosed any short- and long-term E&S performance incentives; * The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Ratify Existing Ownership Threshold for Shareholders to Call Special Meeting | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, given concerns regarding the structure of the newly adopted special meeting right provisions and the purpose of the ratification proposal.* | | | | |

## Alnylam Pharmaceuticals, Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** ALNY
**Record Date:** 03/25/2026 **Meeting Type:** Annual
**Primary Security ID:** 02043Q107

**Shares Voted:** 613

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Stuart A. Arbuckle | Mgmt | For | For | For |
| 1b | Elect Director Yvonne L. Greenstreet | Mgmt | For | For | For |

## Alnylam Pharmaceuticals, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Elliott Sigal | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Amazon.com, Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** AMZN

**Record Date:** 03/26/2026 **Meeting Type:** Annual

**Primary Security ID:** 023135106

**Shares Voted:** 73,477

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jeffrey P. Bezos | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. A vote AGAINST incumbent chair Jeffrey (Jeff) Bezos is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.* | | | | |
| 1b | Elect Director Andrew R. Jassy | Mgmt | For | For | For |
| 1c | Elect Director Edith W. Cooper | Mgmt | For | For | For |
| 1d | Elect Director Jamie S. Gorelick | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Jamie Gorelick, Andrew Ng, Jonathan Rubinstein, and Patricia Stonesifer are warranted for the decision to omit several shareholder proposals from the ballot, which is a deterioration in shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Daniel P. Huttenlocher | Mgmt | For | For | For |
| 1f | Elect Director Andrew Y. Ng | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Jamie Gorelick, Andrew Ng, Jonathan Rubinstein, and Patricia Stonesifer are warranted for the decision to omit several shareholder proposals from the ballot, which is a deterioration in shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Indra K. Nooyi | Mgmt | For | For | For |
| 1h | Elect Director Jonathan J. Rubinstein | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Jamie Gorelick, Andrew Ng, Jonathan Rubinstein, and Patricia Stonesifer are warranted for the decision to omit several shareholder proposals from the ballot, which is a deterioration in shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Brad D. Smith | Mgmt | For | For | For |
| 1j | Elect Director Patricia Q. Stonesifer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Jamie Gorelick, Andrew Ng, Jonathan Rubinstein, and Patricia Stonesifer are warranted for the decision to omit several shareholder proposals from the ballot, which is a deterioration in shareholder rights.* | | | | |

## Amazon.com, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1k | Elect Director Wendell P. Weeks | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Risks of Using Diagnostic Tools Created by Politicized Corporate Partners | SH | Against | Against | Against |
| 5 | Report on Impact of Data Centers on Climate Commitments | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on how the company is meeting climate commitments vis-a -vis data center energy demand would enable shareholders to adequately evaluate how the company is managing related risks.* | | | | |
| 6 | Report on Financial Impact of Renewable Energy and Climate Commitments | SH | Against | Against | Against |
| 7 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## American Tower Corporation

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** AMT

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 03027X100

**Shares Voted:** 3,417

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Steven O. Vondran | Mgmt | For | For | For |
| 1b | Elect Director Kelly C. Chambliss | Mgmt | For | For | For |
| 1c | Elect Director Teresa H. Clarke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Kenneth R. Frank | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Rajesh Kalathur | Mgmt | For | For | For |
| 1f | Elect Director Grace D. Lieblein | Mgmt | For | For | For |
| 1g | Elect Director Craig Macnab | Mgmt | For | For | For |
| 1h | Elect Director Neville R. Ray | Mgmt | For | For | For |

## American Tower Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1i | Elect Director Pamela D. A. Reeve | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Eugene F. Reilly | Mgmt | For | For | For |
| 1k | Elect Director Bruce L. Tanner | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

## Arcadis NV

**Meeting Date:** 05/20/2026 **Country:** Netherlands **Ticker:** ARCAD

**Record Date:** 04/22/2026 **Meeting Type:** Annual

**Primary Security ID:** N0605M147

**Shares Voted:** 329

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1a | Open Meeting | Mgmt | | | |
| 1.b. | Receive Announcements | Mgmt | | | |
| 2. | Receive Report of Supervisory Board | Mgmt | | | |
| 3. | Receive Report of Executive Board | Mgmt | | | |
| 4.a. | Adopt Financial Statements | Mgmt | For | For | For |
| 4.b. | Approve Dividends | Mgmt | For | For | For |
| 5.a. | Approve Discharge of Executive Board | Mgmt | For | For | For |
| 5.b. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 6.a. | Ratify KPMG Accountants N.V. as Auditors | Mgmt | For | For | For |
| 6.b. | Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 7. | Discussion on Company's Corporate Governance Structure | Mgmt | | | |
| 8.a. | Approve Remuneration Report for Executive Board | Mgmt | For | For | For |

## Arcadis NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.b. | Approve Remuneration Report for Supervisory Board | Mgmt | For | For | For |
| 9. | Elect H.L. Polinsky to Executive Board | Mgmt | For | For | For |
| 10.a. | Reelect M.C. Putnam to Supervisory Board | Mgmt | For | For | For |
| 10.b. | Elect C.G. Trowell to Supervisory Board | Mgmt | For | For | For |
| 10.c. | Announce Vacancies on the Supervisory Board | Mgmt | | | |
| 11.a. | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital | Mgmt | For | For | For |
| 11.b. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 12. | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 13. | Approve Cancellation of Shares | Mgmt | For | For | For |
| 14. | Other Business (Non-Voting) | Mgmt | | | |
| 15. | Close Meeting | Mgmt | | | |

## AvalonBay Communities, Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** AVB
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 053484101

**Shares Voted:** 1,889

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Glyn F. Aeppel | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Terry S. Brown | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Conor C. Flynn | Mgmt | For | For | For |
| 1d | Elect Director Ronald L. Havner, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Stephen P. Hills | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## AvalonBay Communities, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director Christopher B. Howard | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Richard J. Lieb | Mgmt | For | For | For |
| 1h | Elect Director Nnenna Lynch | Mgmt | For | For | For |
| 1i | Elect Director Charles E. Mueller, Jr. | Mgmt | For | For | For |
| 1j | Elect Director Timothy J. Naughton | Mgmt | For | For | For |
| 1k | Elect Director Benjamin W. Schall | Mgmt | For | For | For |
| 1l | Elect Director Susan Swanezy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## BlackRock, Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** BLK

**Record Date:** 03/30/2026 **Meeting Type:** Annual

**Primary Security ID:** 09290D101

**Shares Voted:** 657

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Pamela Daley | Mgmt | For | For | For |
| 1b | Elect Director Laurence D. Fink | Mgmt | For | For | For |
| 1c | Elect Director Gregory J. Fleming | Mgmt | For | For | For |
| 1d | Elect Director William E. Ford | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Fabrizio Freda | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Murry S. Gerber | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## BlackRock, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director Margaret "Peggy" L. Johnson | Mgmt | For | For | For |
| 1h | Elect Director Robert S. Kapito | Mgmt | For | For | For |
| 1i | Elect Director Gregg R. Lemkau | Mgmt | For | For | For |
| 1j | Elect Director Cheryl D. Mills | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director Kathleen Murphy | Mgmt | For | For | For |
| 1l | Elect Director Amin H. Nasser | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1m | Elect Director Gordon M. Nixon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1n | Elect Director Adebayo Ogunlesi | Mgmt | For | For | For |
| 1o | Elect Director Kristin C. Peck | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1p | Elect Director Charles H. Robbins | Mgmt | For | For | For |
| 1q | Elect Director Hans E. Vestberg | Mgmt | For | For | For |
| 1r | Elect Director Susan L. Wagner | Mgmt | For | For | For |
| 1s | Elect Director Mark Wilson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Following last year's low say-on-pay support, the committee disclosed shareholder engagement efforts and the proxy indicates that the committee did not obtain specific negative feedback. In the absence of specific concerns that led to the low vote support, the committee made meaningful improvements, evidenced by new explanatory disclosures related to its use of context-informed judgment and the committee's perspectives on the pay program. Accordingly, the compensation committee demonstrated sufficient responsiveness. Nonetheless, the quantitative pay-for-performance misalignment was not sufficiently mitigated for the year in review. It is positive that the increased incentive awards are directionally aligned with improved financial performance and that annual equity awards are majority performance-conditioned on clearly disclosed multi-year goals that were increased. However, ongoing concerns are noted regarding the structure and disclosure of pay programs. The total incentive pay determination process is informed by performance assessments, but annual incentive payouts are ultimately discretionarily determined. Although the committee provided additional explanatory disclosures regarding its use of context-informed judgment, concerns are not sufficiently mitigated in the absence of key disclosures, including metric weightings, quantified threshold, target, and maximum goals, and predetermined target pay opportunities. Furthermore, the carried interest program, which was broadened to other NEOs, adds additional complexity to a pay program that is already relatively complex, and the proxy does not disclose a maximum payout cap. Moreover, there is high CEO pay relative to company performance compared to the company's peers and high CEO pay in relation to company peer group CEO median pay levels. Based on the factors noted above, a vote AGAINST this proposal is warranted.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Charter of Subsidiary to Remove Pass-Through Voting Provision | Mgmt | For | For | For |

# Citigroup Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** C
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 172967424

**Shares Voted:** 12,407

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Titi Cole | Mgmt | For | For | For |
| 1b | Elect Director Ellen M. Costello | Mgmt | For | For | For |
| 1c | Elect Director Grace E. Dailey | Mgmt | For | For | For |
| 1d | Elect Director John C. Dugan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Jane Fraser | Mgmt | For | For | For |
| 1f | Elect Director Duncan P. Hennes | Mgmt | For | For | For |
| 1g | Elect Director Peter B. Henry | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Renee J. James | Mgmt | For | For | For |
| 1i | Elect Director Jonathan P. Moulds | Mgmt | For | For | For |
| 1j | Elect Director Gary M. Reiner | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director Diana L. Taylor | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1l | Elect Director James S. Turley | Mgmt | For | For | For |
| 1m | Elect Director Casper W. von Koskull | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Citigroup Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. A quantitative pay-for-performance misalignment has been identified, prompting a more in-depth examination of pay program features, decisions, and disclosure. Citi's incentive pay determination process is based on a pay framework consisting of a multitude of factors that together form the basis of the committee's informed judgement. The factors considered were largely consistent year-over-year, and the increase in total incentive payouts is directionally aligned with strong TSRs and corporate performance. Annual equity awards were majority performance-conditioned on clearly disclosed and reasonably rigorous goals. It is also positive that the CEO's one-time equity award carries an extended vesting period that increases its retention aspect and the proxy discloses detailed rationale. Nonetheless, significant concerns are raised by the magnitude and structure of the CEO's one-time equity awards, and ongoing concerns are noted surrounding the STIP incentive pay determination process and related disclosures. The lack of performance vesting criteria for the CEO's one-time award is considered problematic, and concerns are compounded by the magnitude of the one-time award. In addition, although the total incentive pay determination process is guided by performance assessments, STIP payouts are ultimately discretionarily determined. The proxy does not disclose pre-set target or maximum pay opportunities, per-pillar or per-metric weightings, or quantified threshold, target, and maximum performance goals, which makes it difficult to establish a clear pay-for-performance linkage. When combined with the discretionary nature of the STIP, the lack of such disclosures is cause for concern. Lastly, actual performance results for each metric for closing-cycle PSUs are not clearly disclosed, which makes it difficult to assess go-forward LTIP goal rigor.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The three-year average burn rate is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan allows broad discretion to accelerate vesting* | | | | |

## Coats Group Plc

**Meeting Date:** 05/20/2026 **Country:** United Kingdom **Ticker:** COA

**Record Date:** 05/18/2026 **Meeting Type:** Annual

**Primary Security ID:** G22429115

**Shares Voted:** 11,171

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect David Gosnell as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Gosnell, Stephen (Steve) Murray, Sarah Highfield, Hongyan (Echo) Lu, Srinivas (Srini) Phatak and Jakob Sigurdsson is warranted for lack of diversity on the board. Additional concerns have been identified regarding David Gosnell as the candidate has served on the Board for 11 years, beyond the nine-year limit recommendation outlined under the UK Corporate Governance Code. A vote FOR the remaining director nominees is warranted.* | | | | |

# Coats Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Re-elect Sarah Highfield as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Gosnell, Stephen (Steve) Murray, Sarah Highfield, Hongyan (Echo) Lu, Srinivas (Srini) Phatak and Jakob Sigurdsson is warranted for lack of diversity on the board. Additional concerns have been identified regarding David Gosnell as the candidate has served on the Board for 11 years, beyond the nine-year limit recommendation outlined under the UK Corporate Governance Code. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7 | Re-elect Hongyan Echo Lu as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Gosnell, Stephen (Steve) Murray, Sarah Highfield, Hongyan (Echo) Lu, Srinivas (Srini) Phatak and Jakob Sigurdsson is warranted for lack of diversity on the board. Additional concerns have been identified regarding David Gosnell as the candidate has served on the Board for 11 years, beyond the nine-year limit recommendation outlined under the UK Corporate Governance Code. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8 | Re-elect Stephen Murray as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Gosnell, Stephen (Steve) Murray, Sarah Highfield, Hongyan (Echo) Lu, Srinivas (Srini) Phatak and Jakob Sigurdsson is warranted for lack of diversity on the board. Additional concerns have been identified regarding David Gosnell as the candidate has served on the Board for 11 years, beyond the nine-year limit recommendation outlined under the UK Corporate Governance Code. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Hannah Nichols as Director | Mgmt | For | For | For |
| 10 | Re-elect David Paja as Director | Mgmt | For | For | For |
| 11 | Re-elect Srinivas Phatak as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Gosnell, Stephen (Steve) Murray, Sarah Highfield, Hongyan (Echo) Lu, Srinivas (Srini) Phatak and Jakob Sigurdsson is warranted for lack of diversity on the board. Additional concerns have been identified regarding David Gosnell as the candidate has served on the Board for 11 years, beyond the nine-year limit recommendation outlined under the UK Corporate Governance Code. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Re-elect Jakob Sigurdsson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members David Gosnell, Stephen (Steve) Murray, Sarah Highfield, Hongyan (Echo) Lu, Srinivas (Srini) Phatak and Jakob Sigurdsson is warranted for lack of diversity on the board. Additional concerns have been identified regarding David Gosnell as the candidate has served on the Board for 11 years, beyond the nine-year limit recommendation outlined under the UK Corporate Governance Code. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Elect Wu Gang as Director | Mgmt | For | For | For |
| 14 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |

## Coats Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Commerzbank AG

**Meeting Date:** 05/20/2026 **Country:** Germany **Ticker:** CBK

**Record Date:** 04/28/2026 **Meeting Type:** Annual

**Primary Security ID:** D172W1279

**Shares Voted:** 6,783

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 1.10 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Bettina Orlopp for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Management Board Member Michael Kotzbauer for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.3 | Approve Discharge of Management Board Member Sabine MInarsky for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.5 | Approve Discharge of Management Board Member Carsten Schmitt (from Feb. 19, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.6 | Approve Discharge of Management Board Member Bernhard Spalt for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.7 | Approve Discharge of Management Board Member Christiane Vorspel-Rueter for Fiscal Year 2025 | Mgmt | For | For | For |

# Commerzbank AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.1 | Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Supervisory Board Member Sascha Uebel for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.5 | Approve Discharge of Supervisory Board Member Harald Christ for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.6 | Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.7 | Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.8 | Approve Discharge of Supervisory Board Member Jutta Doenges (until May 15, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.9 | Approve Discharge of Supervisory Board Member Michael Gorriz (from May 15, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.10 | Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.11 | Approve Discharge of Supervisory Board Member Thomas Kuehnl for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.12 | Approve Discharge of Supervisory Board Member Sabine Lautenschlaeger-Peiter (from May 15, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.13 | Approve Discharge of Supervisory Board Member Maxi Leuchters for Fiscal Year 2025 | Mgmt | For | For | For |

# Commerzbank AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.14 | Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.15 | Approve Discharge of Supervisory Board Member Nina Olderdissen for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.16 | Approve Discharge of Supervisory Board Member Sandra Persiehl for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.17 | Approve Discharge of Supervisory Board Member Michael Schramm for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.18 | Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.19 | Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell (until May 15, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.20 | Approve Discharge of Supervisory Board Member Kevin Voss for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.21 | Approve Discharge of Supervisory Board Member Frederik Werning for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.22 | Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify KPMG AG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2026 until 2027 AGM | Mgmt | For | For | For |
| 5.3 | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 8 | Authorize Use of Financial Derivatives when Repurchasing Shares | Mgmt | For | For | For |

## Commerzbank AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | 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 | Mgmt | None | Against | Against |

*Voting Policy Rationale: A vote AGAINST this item is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new or modified motions are introduced by shareholders at the AGM that have not been made accessible beforehand. * The content of any new items or counterproposals is not known at this time. Thus, shareholder proposals filed at the AGM cannot be properly evaluated and acted upon by shareholders voting via proxy, which effectively disenfranchises them.*

## Credit Agricole SA

**Meeting Date:** 05/20/2026 **Country:** France **Ticker:** ACA

**Record Date:** 05/12/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F22797108

**Shares Voted:** 10,662

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports of Crédit Agricole S.A. | Mgmt | For | For | For |
| 3 | Approve Consolidated Financial Statements and Statutory Reports of Groupe Crédit Agricole | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of EUR 1.13 per Share | Mgmt | For | For | For |
| 5 | Approve Transaction with SACAM Avenir Re: Bforbank Shareholders' Agreement | Mgmt | For | For | For |
| 6 | Approve Transaction with SACAM SANTE ET TERRITOIRES Re: CA Santé et Territoires Shareholders' Agreement | Mgmt | For | For | For |
| 7 | Approve Transaction with FNCA, CATS, CAAS, CA Consumer Finance, CACIB, CAGS, CAPS and LCL Re: Amendment No. 2 to Partnership Agreement with CAGIP | Mgmt | For | For | For |

# Credit Agricole SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve Transaction with Caisses Régionales de Crédit Agricole Re: Tax Consolidation Agreement | Mgmt | For | For | For |
| 9 | Approve Transactions Re: Tax Consolidation Agreements | Mgmt | For | For | For |
| 10 | Approve Transactions Re: VAT Group Agreements | Mgmt | For | For | For |
| 11 | Approve Transaction with Worldline and Delfinances Re: Worldline Share Subscription Agreement and its Amendment | Mgmt | For | For | For |
| 12 | Approve Transaction with SACAM Immobilier Re: CA-Immobilier Partnership Agreement | Mgmt | For | For | For |
| 13 | Elect Marc Didier as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the (re)elections of Marc Didier, Richard Laborie, Gaelle Regnard, Pascal Lheureux, Eric Vial and Franck Alexandre as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 14, 19, 21, 22 and 23).* | | | | |
| 14 | Elect Richard Laborie as Director Following Resignation of Nicole Gourmelon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the (re)elections of Marc Didier, Richard Laborie, Gaelle Regnard, Pascal Lheureux, Eric Vial and Franck Alexandre as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 14, 19, 21, 22 and 23).* | | | | |
| 15 | Reelect Agnès Audier as Director | Mgmt | For | For | For |
| 16 | Reelect Sonia Bonnet-Bernard as Director | Mgmt | For | For | For |
| 17 | Reelect Marie-Claire Daveu as Director | Mgmt | For | For | For |
| 18 | Reelect Alessia Mosca as Director | Mgmt | For | For | For |
| 19 | Reelect Gaëlle Regnard as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the (re)elections of Marc Didier, Richard Laborie, Gaelle Regnard, Pascal Lheureux, Eric Vial and Franck Alexandre as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 14, 19, 21, 22 and 23).* | | | | |
| 20 | Reelect Carol Sirou as Director | Mgmt | For | For | For |
| 21 | Reelect Pascal Lheureux as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the (re)elections of Marc Didier, Richard Laborie, Gaelle Regnard, Pascal Lheureux, Eric Vial and Franck Alexandre as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 14, 19, 21, 22 and 23).* | | | | |
| 22 | Reelect Eric Vial as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the (re)elections of Marc Didier, Richard Laborie, Gaelle Regnard, Pascal Lheureux, Eric Vial and Franck Alexandre as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 14, 19, 21, 22 and 23).* | | | | |

# Credit Agricole SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 23 | Ratify Appointment of Franck Alexandre as Director Following Resignation of Dominique Lefebvre | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the (re)elections of Marc Didier, Richard Laborie, Gaelle Regnard, Pascal Lheureux, Eric Vial and Franck Alexandre as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 14, 19, 21, 22 and 23).* | | | | |
| 24 | Approve Remuneration Policy of Eric Vial, Chairman of the Board | Mgmt | For | For | For |
| 25 | Approve Remuneration Policy of Olivier Gavalda, CEO | Mgmt | For | For | For |
| 26 | Approve Remuneration Policy of Jérôme Grivet, Vice-CEO | Mgmt | For | For | For |
| 27 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 28 | Approve Compensation of Dominique Lefebvre, Chairman of the Board | Mgmt | For | For | For |
| 29 | Approve Compensation of Philippe Brassac, CEO From January 1, 2025 to May 14, 2025 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the remuneration reports of Philippe Brassac (Item 29) and Xavier Musca (Item 33) are warranted because: - The performance conditions attached to the LTIP are deemed to lack stringency. - The comparison group for the market value performance criterion attached to the LTIP is not disclosed. - Both were granted LTIPs during the year under review while their ongoing LTIPs are not prorated to their time in office despite retiring.* | | | | |
| 30 | Approve Compensation of Olivier Gavalda, CEO Since May 14, 2025 | Mgmt | For | For | For |
| 31 | Approve Compensation of Olivier Gavalda, Vice-CEO From January 1, 2025 to May 14, 2025 | Mgmt | For | For | For |
| 32 | Approve Compensation of Jérôme Grivet, Vice-CEO | Mgmt | For | For | For |
| 33 | Approve Compensation of Xavier Musca, Vice-CEO From January 1, 2025 to May 14, 2025 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the remuneration reports of Philippe Brassac (Item 29) and Xavier Musca (Item 33) are warranted because: - The performance conditions attached to the LTIP are deemed to lack stringency. - The comparison group for the market value performance criterion attached to the LTIP is not disclosed. - Both were granted LTIPs during the year under review while their ongoing LTIPs are not prorated to their time in office despite retiring.* | | | | |
| 34 | Approve Compensation Report | Mgmt | For | For | For |
| 35 | Approve the Aggregate Remuneration Granted in 2025 to Senior Management, Responsible Officers and Regulated Risk-Takers | Mgmt | For | For | For |
| 36 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |

# Credit Agricole SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Business | Mgmt | | | |
| 37 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion | Mgmt | For | For | For |
| 38 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 908 Million | Mgmt | For | For | For |
| 39 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 908 Million | Mgmt | For | For | For |
| 40 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 908 Million (Contingent Convertibles (CoCos)) | Mgmt | For | For | For |
| 41 | Authorize Capital Increase of up to EUR 908 Million of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 42 | Approve Issuance of Equity or Equity-Linked Securities for One or More Specifically Designated Persons up to Aggregate Nominal Amount of EUR 908 Million | Mgmt | For | For | For |
| 43 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Mgmt | For | For | For |
| 44 | Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4.6 Billion | Mgmt | For | For | For |
| 45 | Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 46 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 47 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries | Mgmt | For | For | For |
| 48 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |

## Credit Agricole SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 49 | Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached | Mgmt | For | For | For |
| 50 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |
| | Shareholder Proposal | Mgmt | | | |
| A | Amending Items 46 and 47 of Current Meeting to Apply a Discount on Shares | SH | Against | Against | Against |

## Crown Castle Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** CCI

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 22822V101

**Shares Voted:** 837

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director P. Robert Bartolo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Andrea J. Goldsmith | Mgmt | For | For | For |
| 1c | Elect Director Christian H. Hillabrant | Mgmt | For | For | For |
| 1d | Elect Director Tammy K. Jones | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Kevin T. Kabat | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Anthony J. Melone | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Katherine Motlagh | Mgmt | For | For | For |
| 1h | Elect Director Kevin A. Stephens | Mgmt | For | For | For |
| 1i | Elect Director Matthew Thornton, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Crown Castle Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Dassault Systemes SE

**Meeting Date:** 05/20/2026 **Country:** France **Ticker:** DSY

**Record Date:** 05/12/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F24571451

**Shares Voted:** 31,682

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 0.27 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Approve Remuneration Policy of Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A Vote AGAINST this remuneration policy is warranted as: * The LTIP quantum is deemed high and the proposed exceptional grant reinforces this concern, while the performance criteria are the same for the two grants and the vesting scale are partially similar. * The termination payments could result in rewarding for failure. * LTIPs will vest fully in case of retirement, without any proratization.* | | | | |
| 6 | Approve Compensation of Bernard Charlès, Chairman of the Board | Mgmt | For | For | For |
| 7 | Approve Compensation of Pascal Daloz, CEO | Mgmt | For | For | For |
| 8 | Approve Compensation Report of Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Considering some issues remain on the CEO's remuneration report and policies along with the recurring significant dissent received at last AGMs, a vote AGAINST this resolution is warranted.* | | | | |
| 9 | Reelect Pascal Daloz as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Pascal Daloz (Item 9) is warranted. A vote AGAINST this (re)election is warranted since the director (or shareholder's representative) benefits from the company's distortive voting structure (Item 12). A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Reelect Charles Edelstenne as Director | Mgmt | For | For | For |

# Dassault Systemes SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Reelect Xavier Cauchois as Director | Mgmt | For | For | For |
| 12 | Elect Eric Trappier as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Pascal Daloz (Item 9) is warranted. A vote AGAINST this (re)election is warranted since the director (or shareholder's representative) benefits from the company's distortive voting structure (Item 12). A vote FOR the remaining nominees is warranted.* | | | | |
| 13 | Authorize Repurchase of Up to EUR 50 Million of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 14 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 15 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 16 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | Mgmt | For | For | For |
| 17 | Delegate Powers to the Board to Approve One or More Mergers by Absorption by the Company | Mgmt | For | For | For |
| 18 | Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17 | Mgmt | For | For | For |
| 19 | Delegate Powers to the Board to Approve One or More Spin-Off Agreements | Mgmt | For | For | For |
| 20 | Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19 | Mgmt | For | For | For |
| 21 | Delegate Powers to the Board to Approve One or More Partial Contributions of Assets | Mgmt | For | For | For |
| 22 | Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21 | Mgmt | For | For | For |
| 23 | Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The vesting period is not sufficiently long-term oriented. * The performance period is not sufficiently long-term oriented.* | | | | |

## Dassault Systemes SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 24 | Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans | Mgmt | For | For | For |
| 25 | Amend Articles 27 and 20 of Bylaws to Incorporate Legal Changes Re: Record Date and Remuneration of Directors | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 26 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## DEME Group NV

**Meeting Date:** 05/20/2026 **Country:** Belgium **Ticker:** DEME

**Record Date:** 05/06/2026 **Meeting Type:** Annual

**Primary Security ID:** B3S09H105

**Shares Voted:** 56

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 3 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 4 | Approve Financial Statements and Dividends of EUR 4.5 per Share | Mgmt | For | For | For |
| 5.1 | Approve Discharge of Luc Bertrand as Director | Mgmt | For | For | For |
| 5.2 | Approve Discharge of John-Eric Bertrand as Director | Mgmt | For | For | For |
| 5.3 | Approve Discharge of Luc Vandenbulcke as Director | Mgmt | For | For | For |
| 5.4 | Approve Discharge of Tom Bamelis as Director | Mgmt | For | For | For |
| 5.5 | Approve Discharge of Piet Dejonghe as Director | Mgmt | For | For | For |
| 5.6 | Approve Discharge of Koen Janssen as Director | Mgmt | For | For | For |
| 5.7 | Approve Discharge of Christian Labeyrie as Director | Mgmt | For | For | For |
| 5.8 | Approve Discharge of Pas de Mots BV, Represented by Leen Geirnaerdt, as Director | Mgmt | For | For | For |

# DEME Group NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.9 | Approve Discharge of Gaelle Hotellier as Director | Mgmt | For | For | For |
| 5.10 | Approve Discharge of Karena Cancilleri as Director | Mgmt | For | For | For |
| 5.11 | Approve Discharge of Marieke Schoningh as Director | Mgmt | For | For | For |
| 6 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 7.1 | Reelect Luc Bertrand as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Baron Luc Bertrand, Luc Vandenbulcke, Tom Bamelis, John-Eric Fernand Pascal Cesar Bertrand, Piet Dejonghe, Leen Geirnaerdt, Koen Janssen, and Christian Labeyrie is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominees (Tom Bamelis, Koen Janssen and Christian Labeyrie) that serve on the audit committee is warranted, as the committee lacks sufficient independence among its members. Additionally, the chair of the audit committee, Tom Bamelis, is not independent.* | | | | |
| 7.2 | Reelect Tom Bamelis as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Baron Luc Bertrand, Luc Vandenbulcke, Tom Bamelis, John-Eric Fernand Pascal Cesar Bertrand, Piet Dejonghe, Leen Geirnaerdt, Koen Janssen, and Christian Labeyrie is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominees (Tom Bamelis, Koen Janssen and Christian Labeyrie) that serve on the audit committee is warranted, as the committee lacks sufficient independence among its members. Additionally, the chair of the audit committee, Tom Bamelis, is not independent.* | | | | |
| 7.3 | Reelect John-Eric Bertrand as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Baron Luc Bertrand, Luc Vandenbulcke, Tom Bamelis, John-Eric Fernand Pascal Cesar Bertrand, Piet Dejonghe, Leen Geirnaerdt, Koen Janssen, and Christian Labeyrie is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominees (Tom Bamelis, Koen Janssen and Christian Labeyrie) that serve on the audit committee is warranted, as the committee lacks sufficient independence among its members. Additionally, the chair of the audit committee, Tom Bamelis, is not independent.* | | | | |
| 7.4 | Reelect Piet Dejonghe as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Baron Luc Bertrand, Luc Vandenbulcke, Tom Bamelis, John-Eric Fernand Pascal Cesar Bertrand, Piet Dejonghe, Leen Geirnaerdt, Koen Janssen, and Christian Labeyrie is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominees (Tom Bamelis, Koen Janssen and Christian Labeyrie) that serve on the audit committee is warranted, as the committee lacks sufficient independence among its members. Additionally, the chair of the audit committee, Tom Bamelis, is not independent.* | | | | |
| 7.5 | Reelect Koen Janssen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Baron Luc Bertrand, Luc Vandenbulcke, Tom Bamelis, John-Eric Fernand Pascal Cesar Bertrand, Piet Dejonghe, Leen Geirnaerdt, Koen Janssen, and Christian Labeyrie is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominees (Tom Bamelis, Koen Janssen and Christian Labeyrie) that serve on the audit committee is warranted, as the committee lacks sufficient independence among its members. Additionally, the chair of the audit committee, Tom Bamelis, is not independent.* | | | | |
| 7.6 | Reelect Christian Labeyrie as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Baron Luc Bertrand, Luc Vandenbulcke, Tom Bamelis, John-Eric Fernand Pascal Cesar Bertrand, Piet Dejonghe, Leen Geirnaerdt, Koen Janssen, and Christian Labeyrie is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominees (Tom Bamelis, Koen Janssen and Christian Labeyrie) that serve on the audit committee is warranted, as the committee lacks sufficient independence among its members. Additionally, the chair of the audit committee, Tom Bamelis, is not independent.* | | | | |

## DEME Group NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.7 | Reelect Luc Vandenbulcke as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Baron Luc Bertrand, Luc Vandenbulcke, Tom Bamelis, John-Eric Fernand Pascal Cesar Bertrand, Piet Dejonghe, Leen Geirnaerdt, Koen Janssen, and Christian Labeyrie is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominees (Tom Bamelis, Koen Janssen and Christian Labeyrie) that serve on the audit committee is warranted, as the committee lacks sufficient independence among its members. Additionally, the chair of the audit committee, Tom Bamelis, is not independent.* | | | | |
| 7.8 | Reelect Pas de Mots BV, Represented by Leen Geirnaerdt, as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Baron Luc Bertrand, Luc Vandenbulcke, Tom Bamelis, John-Eric Fernand Pascal Cesar Bertrand, Piet Dejonghe, Leen Geirnaerdt, Koen Janssen, and Christian Labeyrie is warranted for lack of diversity on the board. A vote AGAINST the non-independent nominees (Tom Bamelis, Koen Janssen and Christian Labeyrie) that serve on the audit committee is warranted, as the committee lacks sufficient independence among its members. Additionally, the chair of the audit committee, Tom Bamelis, is not independent.* | | | | |
| 8 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 9 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because the proposed remuneration is below par in relation to market standards, particularly with regard to the early vesting of stock option plans and the lack of disclosure under both the STI and LTI plans.* | | | | |
| 10 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to the absence of maximum cap and the lack of disclosure of performance weights and targets for both the LTI and STI. Additionally, stock options under the LTI still vest yearly over a three-year vesting period.* | | | | |

## Euronext NV

**Meeting Date:** 05/20/2026 **Country:** Netherlands **Ticker:** ENX

**Record Date:** 04/22/2026 **Meeting Type:** Annual

**Primary Security ID:** N3113K397

**Shares Voted:** 641

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2. | Presentation by CEO | Mgmt | | | |
| 3.a. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 3.b. | Approve Remuneration Report | Mgmt | For | For | For |
| 3.c. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3.d. | Approve Dividends | Mgmt | For | For | For |
| 3.e. | Approve Discharge of Management Board | Mgmt | For | For | For |

## Euronext NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.f. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 4.a. | Reelect Dick Sluimers to Supervisory Board | Mgmt | For | For | For |
| 4.b. | Elect George Handjinicolaou to Supervisory Board | Mgmt | For | For | For |
| 5.a. | Reelect Fabrizio Testa to Management Board | Mgmt | For | For | For |
| 5.b. | Elect Yianos Kontopoulos to Management Board | Mgmt | For | For | For |
| 6. | Ratify KPMG Accountants N.V. as Auditors | Mgmt | For | For | For |
| 7. | Approve Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 8.a. | Grant Board Authority to Issue Shares | Mgmt | For | For | For |
| 8.b. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 9. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 10 | Other Business (Non-Voting) | Mgmt | | | |
| 11. | Close Meeting | Mgmt | | | |

## EXOR NV

**Meeting Date:** 05/20/2026 **Country:** Netherlands **Ticker:** EXO

**Record Date:** 04/22/2026 **Meeting Type:** Annual

**Primary Security ID:** N3140A107

**Shares Voted:** 5,385

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Receive Annual Report | Mgmt | | | |
| 2.b. | Approve Remuneration Report | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to the total pay quantum, and LTI design. * Quantum concerns are raised given the 2025 total realized pay is EUR 45.2 million. The increase in base salary of 100 percent of CEO John Elkann raises concern. The 2025 base salary for Elkann was EUR 1,000,000 while his STI was paid out in full, EUR 2,000,000 and LTI vested awards resulted in total LTI pay of EUR 42 million and a conditional 2025 LTI grant of EUR 12 million. * Overall concerns are raised with regard to the stringency of target setting. * He also receives remuneration for his executive roles on EXOR investee companies Stellantis and Ferrari, raising further questions on the adequateness of a remuneration package at EXOR that is in line with fully operating companies. * Furthermore, the PSU plan is not aligned with performance, as there was an unjustified removal of non-financial metrics and targets appear insufficiently stringent. Additionally, LTI grants are largely driven by stock options without the support of meaningful performance measures.*

# EXOR NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.c. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2.d. | Receive Explanation on Company's Dividend Policy | Mgmt | | | |
| 2.e. | Approve Dividends | Mgmt | For | For | For |
| 3.a. | Ratify Deloitte Accountants B.V. as Auditors | Mgmt | For | For | For |
| 3.b. | Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 4.a. | Approve Discharge of Executive Director | Mgmt | For | For | For |
| 4.b. | Approve Discharge of Non-Executive Directors | Mgmt | For | For | For |
| 5. | Reelect John Elkann as Executive Director | Mgmt | For | For | For |
| 6.a. | Reelect Nithin Nohria as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Nitin Nohria is warranted for lack of diversity on the board. A vote AGAINST nominee Benedetto della Chiesa is warranted as Benedetto della Chiesa is designated shareholder representative of Giovanni Agnelli B.V. (Agnelli Family), the beneficiary of the company's unequal voting structure. A vote FOR the remaining director nominees.* | | | | |
| 6.b. | Reelect Sandra Dembeck as Non-Executive Director | Mgmt | For | For | For |
| 6.c. | Reelect Axel Dumas as Non-Executive Director | Mgmt | For | For | For |
| 6.d. | Elect Chin Yee PNG as Non-Executive Director | Mgmt | For | For | For |
| 6.e. | Elect Benedetto della Chiesa as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Nitin Nohria is warranted for lack of diversity on the board. A vote AGAINST nominee Benedetto della Chiesa is warranted as Benedetto della Chiesa is designated shareholder representative of Giovanni Agnelli B.V. (Agnelli Family), the beneficiary of the company's unequal voting structure. A vote FOR the remaining director nominees.* | | | | |
| 7.a. | Grant Board Authority to Issue Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The authorization to issue shares is not in line with commonly used safeguards regarding volume and duration; * The capital authorization of EUR 5 million nominal value represents 74 percent of currently issued share capital, which includes special voting share; * The management board would be able to issue ordinary share up to 240.64 percent of the issued share capital if only used for ordinary shares; and * The authorization to issue shares would last for 60 months* | | | | |
| 7.b. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The authorization to issue shares is not in line with commonly used safeguards regarding volume and duration; * The capital authorization of EUR 5 million nominal value represents 74 percent of currently issued share capital, which includes special voting share; * The management board would be able to issue ordinary share up to 240.64 percent of the issued share capital if only used for ordinary shares; and * The authorization to issue shares would last for 60 months* | | | | |
| 8.a. | Authorize Repurchase of Shares | Mgmt | For | For | For |

## EXOR NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.b. | Approve Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 9. | Close Meeting | Mgmt | | | |

## Five9, Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** FIVN
**Record Date:** 03/24/2026 **Meeting Type:** Annual
**Primary Security ID:** 338307101

**Shares Voted:** 636

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Declassify the Board of Directors | Mgmt | For | For | For |
| 2 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |
| 3a | Elect Director Amit Mathradas | Mgmt | For | For | For |
| 3b | Elect Director Sagar Gupta | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Ganfeng Lithium Group Co., Ltd.

**Meeting Date:** 05/20/2026 **Country:** China **Ticker:** 1772
**Record Date:** 05/14/2026 **Meeting Type:** Annual
**Primary Security ID:** Y2690M105

**Shares Voted:** 13,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| | ORDINARY RESOLUTIONS | Mgmt | | | |
| 1 | Approve Work Report of the Board | Mgmt | For | For | For |
| 2 | Approve Annual Report, Summary of the Annual Report and Annual Results Announcement | Mgmt | For | For | For |

## Ganfeng Lithium Group Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Financial Report as Respectively Audited by the Domestic and Overseas Auditors | Mgmt | For | For | For |
| 4 | Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Internal Control Auditor and Ernst & Young as Overseas Auditor and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 5 | Approve Profit Distribution Proposal | Mgmt | For | For | For |
| 6 | Approve Determination of the Directors' Emoluments for 2025 and Formulation of the Directors' Emoluments for 2026 | Mgmt | For | For | For |
| 7 | Elect Liu Chongliang as Director | Mgmt | For | For | For |
| 8 | Approve Proposed Derivatives Trading with Self-owned Funds | Mgmt | For | For | For |
| | SPECIAL RESOLUTIONS | Mgmt | | | |
| 1 | Approve Grant of General Mandate to the Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: - The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 2 | Approve General Mandate to Issue Domestic and Overseas Bond Products | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the issuance of domestic and overseas bond products is warranted given the lack of disclosed information to assess the impact of the possible issuance of convertible bonds on shareholders' rights and value.* | | | | |
| 3 | Approve Proposed Commencement of Financial Leasing Business with the Company and the Joint Venture as Joint Lessees | Mgmt | For | For | For |
| 4 | Approve Proposed Change of the Company's Operating Period | Mgmt | For | For | For |
| 5 | Approve Provision of Guarantees to Hong Kong Luyuan | SH | For | For | For |

## Ganfeng Lithium Group Co., Ltd.

**Meeting Date:** 05/20/2026 **Country:** China **Ticker:** 1772

**Record Date:** 05/14/2026 **Meeting Type:** Annual

**Primary Security ID:** Y2690M105

# Ganfeng Lithium Group Co., Ltd.

**Shares Voted:** 12,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| 1 | Approve Work Report of the Board | Mgmt | For | For | For |
| 2 | Approve Annual Report, Summary of the Annual Report and Annual Results Announcement | Mgmt | For | For | For |
| 3 | Approve Financial Report as Respectively Audited by the Domestic and Overseas Auditors | Mgmt | For | For | For |
| 4 | Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Internal Control Auditor and Ernst & Young as Overseas Auditor and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 5 | Approve Determination of the Directors' Emoluments for 2025 and Formulation of the Directors' Emoluments for 2026 | Mgmt | For | For | For |
| 6 | Approve Profit Distribution Proposal | Mgmt | For | For | For |
| 7 | Approve Grant of General Mandate to the Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: - The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 8 | Approve General Mandate to Issue Domestic and Overseas Bond Products | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the issuance of domestic and overseas bond products is warranted given the lack of disclosed information to assess the impact of the possible issuance of convertible bonds on shareholders' rights and value.* | | | | |
| 9 | Approve Proposed Derivatives Trading with Self-owned Funds | Mgmt | For | For | For |
| 10 | Approve Proposed Commencement of Financial Leasing Business with the Company and the Joint Venture as Joint Lessees | Mgmt | For | For | For |
| 11 | Elect Liu Chongliang as Director | Mgmt | For | For | For |
| 12 | Approve Proposed Change of the Company's Operating Period | Mgmt | For | For | For |
| 13 | Approve Provision of Guarantees to Hong Kong Luyuan | SH | For | For | For |

## GE Vernova Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** GEV
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 36828A101

**Shares Voted:** 1,228

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Matthew Harris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Martina Hund-Mejean | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Paula Rosput Reynolds | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Paula Reynolds, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Expected Return on Investment of Company's Sustainability Goals | SH | Against | Against | Against |

## Insulet Corporation

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** PODD
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 45784P101

**Shares Voted:** 690

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Luciana Borio | Mgmt | For | For | For |
| 1.2 | Elect Director Michael R. Minogue | Mgmt | For | For | For |
| 1.3 | Elect Director Timothy C. Stonesifer | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

# Intertek Group Plc

**Meeting Date:** 05/20/2026 **Country:** United Kingdom **Ticker:** ITRK
**Record Date:** 05/18/2026 **Meeting Type:** Annual
**Primary Security ID:** G4911B108

**Shares Voted:** 617

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Policy | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Elect Laura Crespi as Director | Mgmt | For | For | For |
| 6 | Re-elect Andre Lacroix as Director | Mgmt | For | For | For |
| 7 | Re-elect Graham Allan as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Steven (Steve) Mogford, Graham Allan and Tamara Ingram* | | | | |
| 8 | Re-elect Hilde Merete Aasheim as Director | Mgmt | For | For | For |
| 9 | Re-elect Robin Freestone as Director | Mgmt | For | For | For |
| 10 | Re-elect Tamara Ingram as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Steven (Steve) Mogford, Graham Allan and Tamara Ingram* | | | | |
| 11 | Re-elect Jez Maiden as Director | Mgmt | For | For | For |
| 12 | Re-elect Steve Mogford as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Steven (Steve) Mogford, Graham Allan and Tamara Ingram* | | | | |
| 13 | Re-elect Kawal Preet as Director | Mgmt | For | For | For |
| 14 | Re-elect Apurvi Sheth as Director | Mgmt | For | For | For |
| 15 | Re-elect Jean-Michel Valette as Director | Mgmt | For | For | For |
| 16 | Appoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Intertek Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Ipsos SA

**Meeting Date:** 05/20/2026 **Country:** France **Ticker:** IPS

**Record Date:** 05/12/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F5310M109

**Shares Voted:** 325

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 2 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Ratify Appointment of Jean Laurent Poitou as Director | Mgmt | For | For | For |
| 6 | Ratify Appointment of Anne-Marie Couderc as Director | Mgmt | For | For | For |
| 7 | Reelect Pierre Barnabé as Director | Mgmt | For | For | For |
| 8 | Reelect Virginie Calmels as Director | Mgmt | For | For | For |
| 9 | Approve Remuneration of Directors in the Aggregate Amount of EUR 790,000 | Mgmt | For | For | For |
| 10 | Approve Compensation of Ben Page, CEO from January 1, 2025 to September 15, 2025 | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The CEO is partially paid under an employment contract. * The termination package paid to the departing CEO exceeds the cap voted in the policy of 24 months of his most recent base salary and paid bonuses.*

# Ipsos SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Approve Compensation of Jean Laurent Poitou, CEO from September 15, 2025 to December 31, 2025 | Mgmt | For | For | For |
| 12 | Approve Compensation of Didier Truchot, Chairman of the Board | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 16 | Approve Compensation Report of Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because the remuneration received by the departing CEO exceeds the amounts voted in the remuneration policy.* | | | | |
| 17 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 18 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 19 | Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 20 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5.4 Million | Mgmt | For | For | For |
| 21 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.08 Million | Mgmt | For | For | For |
| 22 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 1.08 Million | Mgmt | For | For | For |
| 23 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22 | Mgmt | For | For | For |
| 24 | Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |

## Ipsos SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 25 | Authorize Capital Increase of Up to EUR 1.08 Million for Future Exchange Offers | Mgmt | For | For | For |
| 26 | Authorize Capitalization of Reserves of Up to EUR 1.08 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 27 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 28 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19, 21-25 and 27 at EUR 1.08 Million; Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-25 and 27 at EUR 5.4 Million | Mgmt | For | For | For |
| 29 | Amend Article 21 of Bylaws to Incorporate Legal Changes Re: Record Date | Mgmt | For | For | For |
| 30 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Jinko Solar Co., Ltd.

**Meeting Date:** 05/20/2026 **Country:** China **Ticker:** 688223

**Record Date:** 05/14/2026 **Meeting Type:** Annual

**Primary Security ID:** Y4S532106

**Shares Voted:** 81,097

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Annual Report and Summary | Mgmt | For | For | For |
| 3 | Approve Formulation of Remuneration Management System for Directors and Senior Management Members | Mgmt | For | For | For |
| 4 | Approve 2025 and 2026 Remuneration of Directors | Mgmt | For | For | For |
| 5 | Approve No Profit Distribution | Mgmt | For | For | For |
| 6 | Approve to Appoint Auditor | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the significant concerns raised by regulatory authorities regarding Grant Thornton's conduct.*

## Jinko Solar Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Change of Daily Related-Party Transaction Agreement | Mgmt | For | For | For |

## Keller Group Plc

**Meeting Date:** 05/20/2026 **Country:** United Kingdom **Ticker:** KLR

**Record Date:** 05/18/2026 **Meeting Type:** Annual

**Primary Security ID:** G5222K109

**Shares Voted:** 177

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 5 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 6 | Elect James Wroath as Director | Mgmt | For | For | For |
| 7 | Re-elect Paula Bell as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Carl-Peter Forster, Baroness Kate Rock, Paula Bell, Juan Hernandez Abrams, Annette Kelleher and Stephen King is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8 | Re-elect David Burke as Director | Mgmt | For | For | For |
| 9 | Re-elect Carl-Peter Forster as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Carl-Peter Forster, Baroness Kate Rock, Paula Bell, Juan Hernandez Abrams, Annette Kelleher and Stephen King is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Juan Hernandez Abrams as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Carl-Peter Forster, Baroness Kate Rock, Paula Bell, Juan Hernandez Abrams, Annette Kelleher and Stephen King is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 11 | Re-elect Annette Kelleher as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Carl-Peter Forster, Baroness Kate Rock, Paula Bell, Juan Hernandez Abrams, Annette Kelleher and Stephen King is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## Keller Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Re-elect Stephen King as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Carl-Peter Forster, Baroness Kate Rock, Paula Bell, Juan Hernandez Abrams, Annette Kelleher and Stephen King is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 13 | Re-elect Baroness Kate Rock as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Carl-Peter Forster, Baroness Kate Rock, Paula Bell, Juan Hernandez Abrams, Annette Kelleher and Stephen King is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 17 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Knife River Corporation

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** KNF

**Record Date:** 03/27/2026 **Meeting Type:** Annual

**Primary Security ID:** 498894104

**Shares Voted:** 759

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Karen B. Fagg | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Brian R. Gray | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Lite-On Technology Corp.

**Meeting Date:** 05/20/2026 **Country:** Taiwan **Ticker:** 2301
**Record Date:** 03/20/2026 **Meeting Type:** Annual
**Primary Security ID:** Y5313K109

**Shares Voted:** 23,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements | Mgmt | For | For | For |
| 2 | Approve Plan on Profit Distribution | Mgmt | For | For | For |
| 3 | Approve Amendments to Articles of Association | Mgmt | For | For | For |
| 4 | Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: - the proposed increase of caps in securities may expose the company to unnecessary risks; and - the company has failed to provide a compelling rationale for such changes.* | | | | |
| 5 | Amend Regulations Governing Loaning of Funds and Making of Endorsements/Guarantees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed increase of caps of endorsement/guarantee provision may expose the company to unnecessary risks.* | | | | |
| 6 | Approve the Issuance of New Common Shares for Cash to Sponsor Issuance of Overseas Depositary Receipts and/or the Private Placement of Common Shares | Mgmt | For | For | For |

## Markel Group Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** MKL
**Record Date:** 03/12/2026 **Meeting Type:** Annual
**Primary Security ID:** 570535104

**Shares Voted:** 254

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mark M. Besca | Mgmt | For | For | For |
| 1b | Elect Director Lawrence A. Cunningham | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Thomas S. Gayner | Mgmt | For | For | For |
| 1d | Elect Director Greta J. Harris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Markel Group Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Morgan E. Housel | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Diane Leopold | Mgmt | For | For | For |
| 1g | Elect Director Steven A. Markel | Mgmt | For | For | For |
| 1h | Elect Director Jonathan E. Michael | Mgmt | For | For | For |
| 1i | Elect Director Harold L. Morrison, Jr. | Mgmt | For | For | For |
| 1j | Elect Director Michael O'Reilly | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director A. Lynne Puckett | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Eliminate Supermajority Vote Requirements for Certain Corporate Transactions | Mgmt | For | For | For |
| 5 | Report on Strategies and Action Plans to Mitigate Material Environmental Risks | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosures detailing the company's climate-related policies and practices, as well as updated disclosures that are aligned with internationally accepted disclosure frameworks would allow shareholders to better assess the company's management of related risks and opportunities.* | | | | |
| 6 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholder rights.* | | | | |

## MaxLinear, Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** MXL

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 57776J100

**Shares Voted:** 333

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Carolyn D. Beaver | Mgmt | For | For | For |

## MaxLinear, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Theodore L. Tewksbury | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following a failed say-on-pay vote result, the company did not fully respond to shareholder concerns, as specific shareholder feedback was not disclosed, and it therefore was not clear that changes made to the pay program adequately addressed the prior year's low support. The pay-for-performance misalignment for the year in review was sufficiently mitigated, however. The annual bonus was based on pre-set objective metrics with rigorous financial goals, though a concern is noted regarding the lack of individual performance disclosure. The annual LTI grant was half in performance equity that is measured over a multi-year period. However, concerns are noted regarding a metric overlap for part of the LTI award with the STI, while a relative metric merely targets median. Despite these LTI concerns, a previous grant did not vest, which was in line with recent company performance.* | | | | |
| 3 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The three-year average burn rate is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.* | | | | |
| 5 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## McDonald's Corporation

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** MCD

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 580135101

**Shares Voted:** 7,002

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Anthony Capuano | Mgmt | For | For | For |
| 1b | Elect Director Kareem Daniel | Mgmt | For | For | For |
| 1c | Elect Director Lloyd Dean | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Catherine Engelbert | Mgmt | For | For | For |
| 1e | Elect Director James Farley, Jr. | Mgmt | For | For | For |
| 1f | Elect Director Margaret Georgiadis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Michael Hsu | Mgmt | For | For | For |

## McDonald's Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Christopher Kempczinski | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. In addition, the company does not have sufficient public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. - A vote AGAINST Christopher (Chris) Kempczinski is warranted given that the Chair/CEO ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.* | | | | |
| 1i | Elect Director Jennifer Taubert | Mgmt | For | For | For |
| 1j | Elect Director Paul Walsh | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Amy Weaver | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1l | Elect Director Miles White | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 5 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |

## Millicom International Cellular SA

**Meeting Date:** 05/20/2026 **Country:** Luxembourg **Ticker:** TIGO

**Record Date:** 05/06/2026 **Meeting Type:** Annual

**Primary Security ID:** L6388F110

**Shares Voted:** 489

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Appoint Maxime Lombardini as Chairman of Meeting and Empower Chairman to Appoint Other Members of Bureau | Mgmt | For | For | For |

# Millicom International Cellular SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2. | Receive and Approve Board's and Auditor's Reports | Mgmt | For | For | For |
| 3. | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4. | Approve Allocation of Income | Mgmt | For | For | For |
| 5. | Approve Dividends | Mgmt | For | For | For |
| 6. | Approve Discharge of Directors | Mgmt | For | For | For |
| 7. | Fix Number of Directors at Eight | Mgmt | For | For | For |
| 8. | Reelect Pierre Alain Allemand as Director | Mgmt | For | For | For |
| 9. | Reelect Maria Teresa Arnal as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Maria Teresa Altagracia (Mariate) Arnal Machado, Bruce Churchill, and Jules Niel is warranted for lack of diversity on the board. A vote for the remaining nominees is warranted.* | | | | |
| 10. | Reelect Bruce Churchill as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Maria Teresa Altagracia (Mariate) Arnal Machado, Bruce Churchill, and Jules Niel is warranted for lack of diversity on the board. A vote for the remaining nominees is warranted.* | | | | |
| 11. | Reelect Justine Dimovic as Director | Mgmt | For | For | For |
| 12. | Reelect Pierre-Emmanuel Durand as Director | Mgmt | For | For | For |
| 13. | Reelect Maxime Lombardini as Director | Mgmt | For | For | For |
| 14. | Reelect Jules Niel as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Maria Teresa Altagracia (Mariate) Arnal Machado, Bruce Churchill, and Jules Niel is warranted for lack of diversity on the board. A vote for the remaining nominees is warranted.* | | | | |
| 15. | Reelect Blanca Trevino De Vega as Director | Mgmt | For | For | For |
| 16. | Reelect Maxime Lombardini as Chair of the Board | Mgmt | For | For | For |
| 17. | Approve Remuneration of Directors | Mgmt | For | For | For |
| 18. | Approve KPMG Audit SARL and KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 19. | Approve Share Repurchase Plan | Mgmt | For | For | For |

## Minerals Technologies Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** MTX
**Record Date:** 03/24/2026 **Meeting Type:** Annual
**Primary Security ID:** 603158106

**Shares Voted:** 859

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Joseph C. Breunig | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Kristina M. Johnson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Old Dominion Freight Line, Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** ODFL
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 679580100

**Shares Voted:** 863

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Sherry A. Aaholm | Mgmt | For | For | For |
| 1.2 | Elect Director David S. Congdon | Mgmt | For | For | For |
| 1.3 | Elect Director John R. Congdon, Jr. | Mgmt | For | For | For |
| 1.4 | Elect Director Andrew S. Davis | Mgmt | For | For | For |
| 1.5 | Elect Director Kevin M. Freeman | Mgmt | For | For | For |
| 1.6 | Elect Director Bradley R. Gabosch | Mgmt | For | For | For |
| 1.7 | Elect Director Greg C. Gantt | Mgmt | For | For | For |
| 1.8 | Elect Director John D. Kasarda | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.9 | Elect Director Cheryl S. Miller | Mgmt | For | For | For |
| 1.10 | Elect Director A. Randolph Smith, II | Mgmt | For | For | For |

## Old Dominion Freight Line, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.11 | Elect Director Wendy T. Stallings | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.12 | Elect Director Thomas A. Stith, III | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Onto Innovation Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** ONTO

**Record Date:** 03/24/2026 **Meeting Type:** Annual

**Primary Security ID:** 683344105

**Shares Voted:** 256

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Stephen D. Kelley | Mgmt | For | For | For |
| 1b | Elect Director Susan D. Lynch | Mgmt | For | For | For |
| 1c | Elect Director David B. Miller | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Michael P. Plisinski | Mgmt | For | For | For |
| 1e | Elect Director Stephen S. Schwartz | Mgmt | For | For | For |
| 1f | Elect Director Christopher A. Seams | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director May Su | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

# Partners Group Holding AG

**Meeting Date:** 05/20/2026 **Country:** Switzerland **Ticker:** PGHN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H6120A101

**Shares Voted:** 730

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 46.00 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 5.1 | Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million | Mgmt | For | For | For |
| 5.2 | Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 10.7 Million | Mgmt | For | For | For |
| 5.3 | Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 15.3 Million | Mgmt | For | For | For |
| 5.4 | Approve Remuneration Budget of Executive Committee in the Amount of CHF 13.5 Million | Mgmt | For | For | For |
| 5.5 | Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 60.3 Million | Mgmt | For | For | For |
| 5.6 | Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 180,000 | Mgmt | For | For | For |
| 6.1.1 | Reelect Steffen Meister as Director and Board Chair | Mgmt | For | For | For |
| 6.1.2 | Reelect Urban Angehrn as Director | Mgmt | For | For | For |
| 6.1.3 | Reelect Marcel Erni as Director | Mgmt | For | For | For |
| 6.1.4 | Reelect Alfred Gantner as Director | Mgmt | For | For | For |
| 6.1.5 | Reelect Anne Lester as Director | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Gaelle Olivier, Anne Lester, and Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.*

## Partners Group Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.1.6 | Reelect Gaelle Olivier as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Gaelle Olivier, Anne Lester, and Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6.1.7 | Reelect Urs Wietlisbach as Director | Mgmt | For | For | For |
| 6.1.8 | Reelect Flora Zhao as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Gaelle Olivier, Anne Lester, and Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6.2.1 | Reappoint Flora Zhao as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Gaelle Olivier, Anne Lester, and Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6.2.2 | Reappoint Anne Lester as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Gaelle Olivier, Anne Lester, and Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6.2.3 | Reappoint Gaelle Olivier as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Gaelle Olivier, Anne Lester, and Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6.3 | Designate HotzGoldmann Advokatur/Notariat as Independent Proxy | Mgmt | For | For | For |
| 6.4 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |
| 7 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## Ping An Insurance (Group) Company of China, Ltd.

**Meeting Date:** 05/20/2026 **Country:** China **Ticker:** 2318

**Record Date:** 05/14/2026 **Meeting Type:** Annual

**Primary Security ID:** Y69790106

**Shares Voted:** 38,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |

## Ping An Insurance (Group) Company of China, Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Report of the Supervisory Committee | Mgmt | For | For | For |
| 3 | Approve Annual Report and Its Summary | Mgmt | For | For | For |
| 4 | Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final Dividends | Mgmt | For | For | For |
| 5 | Approve Ernst & Young Hua Ming LLP and Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 6 | Approve Management Policy for Remuneration of Directors and Senior Management | Mgmt | For | For | For |
| 7 | Approve Grant of General Mandate to the Board to Issue H Shares | Mgmt | For | For | For |

## Quest Diagnostics Incorporated

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** DGX

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 74834L100

**Shares Voted:** 600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Robert B. Carter | Mgmt | For | For | For |
| 1b | Elect Director James E. Davis | Mgmt | For | For | For |
| 1c | Elect Director Luis A. Diaz, Jr. | Mgmt | For | For | For |
| 1d | Elect Director Tracey C. Doi | Mgmt | For | For | For |
| 1e | Elect Director Vicky B. Gregg | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Wright L. Lassiter, III | Mgmt | For | For | For |
| 1g | Elect Director Timothy L. Main | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Denise M. Morrison | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Gary M. Pfeiffer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Quest Diagnostics Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Timothy M. Ring | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Timothy C. Wentworth | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.* | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Rocket Lab Corporation

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** RKLB

**Record Date:** 03/30/2026 **Meeting Type:** Annual

**Primary Security ID:** 773121108

**Shares Voted:** 2,542

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Edward H. Frank | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominee Edward (Ed) Frank given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm. A vote AGAINST this proposal is also warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |
| 4 | Approve Subsidiary Merger to Eliminate Pass-Through Voting Provision | Mgmt | For | For | For |

## Ross Stores, Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** ROST
**Record Date:** 03/24/2026 **Meeting Type:** Annual
**Primary Security ID:** 778296103

**Shares Voted:** 2,819

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director K. Gunnar Bjorklund | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Michael J. Bush | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Edward G. Cannizzaro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director James G. Conroy | Mgmt | For | For | For |
| 1e | Elect Director Sharon D. Garrett | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Michael J. Hartshorn | Mgmt | For | For | For |
| 1g | Elect Director Stephen D. Milligan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Patricia H. Mueller | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Doniel N. Sutton | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## S&P Global Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** SPGI
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 78409V104

## S&P Global Inc.

**Shares Voted:** 2,716

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Marco Alvera | Mgmt | For | For | For |
| 1.2 | Elect Director Martina Cheung | Mgmt | For | For | For |
| 1.3 | Elect Director Jacques Esculier | Mgmt | For | For | For |
| 1.4 | Elect Director Stephanie Hill | Mgmt | For | For | For |
| 1.5 | Elect Director Rebecca Jacoby | Mgmt | For | For | For |
| 1.6 | Elect Director Hubert Joly | Mgmt | For | For | For |
| 1.7 | Elect Director Ian Livingston | Mgmt | For | For | For |
| 1.8 | Elect Director Robert Moritz | Mgmt | For | For | For |
| 1.9 | Elect Director Maria Morris | Mgmt | For | For | For |
| 1.10 | Elect Director Gregory Washington | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is considered small.* | | | | |
| 5 | Report on Cost and Benefits and Relevant Risks of the Company's Charitable Support | SH | Against | Against | Against |

## Sopra Steria Group SA

**Meeting Date:** 05/20/2026 **Country:** France **Ticker:** SOP

**Record Date:** 05/12/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F20906115

**Shares Voted:** 79

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Sopra Steria Group SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Allocation of Income and Dividends of EUR 5.30 per Share | Mgmt | For | For | For |
| 4 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 5 | Approve Compensation of Pierre Pasquier, Chairman of the Board | Mgmt | For | For | For |
| 6 | Approve Compensation of Cyril Malargé, CEO from January 1, 2025 to October 8, 2025 | Mgmt | For | For | For |
| 7 | Approve Compensation of Xavier Pecquet, CEO from October 8, 2025 to December 31, 2025 | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000 | Mgmt | For | For | For |
| 12 | Reelect Pascal Daloz as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 13). * A vote AGAINST the reelection of the following director(s) is warranted due to repeated attendance concerns: Pascal Daloz (Item 12)* | | | | |
| 13 | Reelect Noëlle Lenoir as Director | Mgmt | For | For | For |
| 14 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 15 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital | Mgmt | For | For | For |
| 17 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 20 Percent of Issued Capital | Mgmt | For | For | For |
| 18 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital | Mgmt | For | For | For |

## Sopra Steria Group SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19 | Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Mgmt | For | For | For |
| 20 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 16, 17 and 18 | Mgmt | For | For | For |
| 21 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 22 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers | Mgmt | For | For | For |
| 23 | Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 24 | Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 25 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 26 | Amend Article 14 of Bylaws Re: Gender Parity for Representatives of Employee Shareholders | Mgmt | For | For | For |
| 27 | Amend Article 16 of Bylaws Re: Board Written Consultation | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 28 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## SS&C Technologies Holdings, Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** SSNC

**Record Date:** 03/25/2026 **Meeting Type:** Annual

**Primary Security ID:** 78467J100

**Shares Voted:** 1,839

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Normand A. Boulanger | Mgmt | For | For | For |

## SS&C Technologies Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director David A. Varsano | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Michael J. Zamkow | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## State Street Corporation

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** STT

**Record Date:** 03/25/2026 **Meeting Type:** Annual

**Primary Security ID:** 857477103

**Shares Voted:** 7,941

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Marie A. Chandoha | Mgmt | For | For | For |
| 1b | Elect Director DonnaLee A. DeMaio | Mgmt | For | For | For |
| 1c | Elect Director Amelia C. Fawcett | Mgmt | For | For | For |
| 1d | Elect Director William C. Freda | Mgmt | For | For | For |
| 1e | Elect Director Susan M. Gordon | Mgmt | For | For | For |
| 1f | Elect Director Patricia M. Halliday | Mgmt | For | For | For |
| 1g | Elect Director Sara Mathew | Mgmt | For | For | For |
| 1h | Elect Director William L. Meaney | Mgmt | For | For | For |
| 1i | Elect Director Ronald P. O'Hanley | Mgmt | For | For | For |
| 1j | Elect Director Sean P. O'Sullivan | Mgmt | For | For | For |
| 1k | Elect Director Julio A. Portalatin | Mgmt | For | For | For |
| 1l | Elect Director Brian J. Porter | Mgmt | For | For | For |
| 1m | Elect Director John B. Rhea | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## State Street Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## TAG Immobilien AG

**Meeting Date:** 05/20/2026 **Country:** Germany **Ticker:** TEG

**Record Date:** 04/28/2026 **Meeting Type:** Annual

**Primary Security ID:** D8283Q174

**Shares Voted:** 825

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.40 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify Deloitte GmbH as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6a | Reelect Olaf Borkers to the Supervisory Board | Mgmt | For | For | For |
| 6b | Elect Marion Peyinghaus to the Supervisory Board | Mgmt | For | For | For |
| 7 | Approve Remuneration Report | Mgmt | For | For | For |
| 8 | Approve Creation of EUR 37.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |

## TAG Immobilien AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.4 Billion; Approve Creation of EUR 37.8 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | For | For |

## The Travelers Companies, Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** TRV

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 89417E109

**Shares Voted:** 4,656

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Russell G. Golden | Mgmt | For | For | For |
| 1b | Elect Director Thomas B. Leonardi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Clarence Otis, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Elizabeth E. Robinson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Todd C. Schermerhorn | Mgmt | For | For | For |
| 1f | Elect Director Alan D. Schnitzer | Mgmt | For | For | For |
| 1g | Elect Director Bridget van Kralingen | Mgmt | For | For | For |
| 1h | Elect Director David S. Williams | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan lacks sufficient positive features (overriding factor) - The plan cost is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting* | | | | |

## The Travelers Companies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Report on Impact of Climate-Related Pricing and Coverage Decisions | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Increased disclosure regarding the expected impact of climate-related pricing and coverage decisions would enable shareholders to evaluate whether the company is adequately managing related risks.* | | | | |
| 6 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Thermo Fisher Scientific Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** TMO

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 883556102

**Shares Voted:** 4,991

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Marc N. Casper | Mgmt | For | For | For |
| 1b | Elect Director Nelson J. Chai | Mgmt | For | For | For |
| 1c | Elect Director Ruby R. Chandy | Mgmt | For | For | For |
| 1d | Elect Director C. Martin Harris | Mgmt | For | For | For |
| 1e | Elect Director Tyler Jacks | Mgmt | For | For | For |
| 1f | Elect Director Jennifer M. Johnson | Mgmt | For | For | For |
| 1g | Elect Director R. Alexandra Keith | Mgmt | For | For | For |
| 1h | Elect Director Karen S. Lynch | Mgmt | For | For | For |
| 1i | Elect Director Debora L. Spar | Mgmt | For | For | For |
| 1j | Elect Director Scott M. Sperling | Mgmt | For | For | For |
| 1k | Elect Director Dion J. Weisler | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee demonstrated sufficient responsiveness to last year's failed say-on-pay vote result, and improvements made to the pay program for FY26 in response to shareholder feedback also mitigate certain concerns regarding the structure of the LTI program for the year under review. In addition, annual incentives were primarily based on objective goals and half of the CEO's LTI award was performance-conditioned. Nonetheless, significant concern exists with respect to an outsized retention grant made to the CEO in FY25. While the award is entirely performance-conditioned and subject to a lengthy combination of performance period, deferral, and distribution of earned shares, the relative TSR performance target is not considered particularly rigorous at merely the median of the comparator group. Further, this was the second consecutive year that the CEO received a retention award.* | | | | |

## Thermo Fisher Scientific Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.46 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

## Tongwei Co., Ltd.

**Meeting Date:** 05/20/2026 **Country:** China **Ticker:** 600438
**Record Date:** 05/13/2026 **Meeting Type:** Annual
**Primary Security ID:** Y8884V108

**Shares Voted:** 29,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Annual Report and Summary | Mgmt | For | For | For |
| 3 | Approve Profit Distribution | Mgmt | For | For | For |
| 4 | Approve 2025 Remuneration and Appraisal of Directors | Mgmt | For | For | For |
| 5 | Approve to Appoint Auditor | Mgmt | For | For | For |
| 6 | Approve Provision of Guarantee Among the Company and Subsidiary | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this guarantee request.* | | | | |
| 7 | Approve Provision of Guarantee for Corporate Customers | Mgmt | For | For | For |
| 8 | Approve Application of Credit Lines | Mgmt | For | For | For |
| 9 | Approve Bill Pool Business | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details for shareholders to effectively assess the associated risks.* | | | | |
| 10 | Approve to Formulate Remuneration Management System for Directors and Senior Management Members | Mgmt | For | For | For |

## Tutor Perini Corporation

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** TPC
**Record Date:** 03/25/2026 **Meeting Type:** Annual
**Primary Security ID:** 901109108

## Tutor Perini Corporation

**Shares Voted:** 760

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1A | Elect Director Ronald N. Tutor | Mgmt | For | For | For |
| 1B | Elect Director Gary G. Smalley | Mgmt | For | For | For |
| 1C | Elect Director Peter Arkley | Mgmt | For | For | For |
| 1D | Elect Director Jigisha Desai | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1E | Elect Director Sidney J. Feltenstein | Mgmt | For | For | For |
| 1F | Elect Director Robert C. Lieber | Mgmt | For | For | For |
| 1G | Elect Director Dennis D. Oklak | Mgmt | For | For | For |
| 1H | Elect Director Raymond R. Oneglia | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1I | Elect Director Dale Anne Reiss | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1J | Elect Director Shahrokh ("Rock") Shah | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Willis Towers Watson Public Limited Company

**Meeting Date:** 05/20/2026 **Country:** Ireland **Ticker:** WTW

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** G96629103

**Shares Voted:** 1,990

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Dame Inga Beale | Mgmt | For | For | For |
| 1b | Elect Director Fumbi Chima | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Stephen Chipman | Mgmt | For | For | For |

## Willis Towers Watson Public Limited Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Michael Hammond | Mgmt | For | For | For |
| 1e | Elect Director Carl Hess | Mgmt | For | For | For |
| 1f | Elect Director Jacqueline Hunt | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Paul Reilly | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Michelle Swanback | Mgmt | For | For | For |
| 1i | Elect Director Fredric Tomczyk | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to Audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Grant Board the Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| 5 | Grant Board the Authority to Opt-Out of Statutory Pre-Emption Rights Under Irish Law | Mgmt | For | For | For |
| 6 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Zoetis Inc.

**Meeting Date:** 05/20/2026 **Country:** USA **Ticker:** ZTS

**Record Date:** 03/27/2026 **Meeting Type:** Annual

**Primary Security ID:** 98978V103

**Shares Voted:** 7,069

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Paul M. Bisaro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Zoetis Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director Vanessa Broadhurst | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Frank A. D'Amelio | Mgmt | For | For | For |
| 1d | Elect Director Gavin D.K. Hattersley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Sanjay Khosla | Mgmt | For | For | For |
| 1f | Elect Director Antoinette R. Leatherberry | Mgmt | For | For | For |
| 1g | Elect Director Michael B. McCallister | Mgmt | For | For | For |
| 1h | Elect Director Gregory Norden | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Kristin C. Peck | Mgmt | For | For | For |
| 1j | Elect Director Willie M. Reed | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Mark Stetter | Mgmt | For | For | For |
| 1l | Elect Director Stephanie Tilenius | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.* | | | | |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |

## Amphenol Corporation

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** APH

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 032095101

## Amphenol Corporation

**Shares Voted:** 17,211

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Nancy A. Altobello | Mgmt | For | For | For |
| 1.2 | Elect Director David P. Falck | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Sanjiv Lamba | Mgmt | For | For | For |
| 1.4 | Elect Director Rita S. Lane | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Robert A. Livingston | Mgmt | For | For | For |
| 1.6 | Elect Director R. Adam Norwitt | Mgmt | For | For | For |
| 1.7 | Elect Director Prahlad Singh | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Anne Clarke Wolff | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control.* | | | | |

## Arkema SA

**Meeting Date:** 05/21/2026 **Country:** France **Ticker:** AKE

**Record Date:** 05/13/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F0392W125

**Shares Voted:** 250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Arkema SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Allocation of Income and Dividends of EUR 3.60 per Share | Mgmt | For | For | For |
| 4 | Reelect Marie-Ange Debon as Director | Mgmt | For | For | For |
| 5 | Reelect Philippe Sauquet as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * A vote FOR the (re)election of the independent nominee Marie-Ange Debon is warranted in the absence of specific concerns (Item 4). * A vote FOR the (re)election of this non-independent nominee (Isabelle Boccon-Gibod) is warranted given the satisfactory level of board independence (including all board members: 53.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 72.7 percent vs 50 percent recommended) and the absence of specific concerns (Item 6). * A vote AGAINST incumbent nominating committee member Philippe Sauquet (Item 5) is warranted for lack of diversity on the board. * A vote FOR Item 7 is warranted as the candidate is supported by the board and represents a larger share of capital. Therefore, a vote AGAINST Item A is warranted.* | | | | |
| 6 | Reelect Fonds Stratégique de Participations as Director | Mgmt | For | For | For |
| 7 | Reelect Nicolas Patalano as Representative of Employee Shareholders to the Board | Mgmt | For | For | For |
| A | Elect Uwe Michael Jakobs as Representative of Employee Shareholders to the Board | Mgmt | Against | Against | Against |
| 8 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | For | For |
| 10 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 11 | Approve Compensation of Chairman and CEO | Mgmt | For | For | For |
| 12 | Appoint Forvis Mazars & Associés as Auditor | Mgmt | For | For | For |
| 13 | Appoint Ernst & Young Audit as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 14 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 15 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital | Mgmt | For | For | For |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital | Mgmt | For | For | For |
| 17 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital | Mgmt | For | For | For |

## Arkema SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Approve Issuance of Equity or Equity-Linked Securities Reserved for One or More Specifically Designated Persons, up to 10 Percent of Issued Capital | Mgmt | For | For | For |
| 19 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 20 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Mgmt | For | For | For |
| 21 | Set Total Limit for Capital Increase to Result from Requests Under Items 15-20 up to 50 Percent of Issued Capital and Under Items 16-19 up to 10 Percent of Issued Capital | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 23 | Amend Article 10.2 of Bylaws Re: Procedures for Appointing Representative of Employee Shareholders to the Board | Mgmt | For | For | For |
| 24 | Amend Article 10.3 of Bylaws Re: Procedures for Appointing Representative of Employees to the Board | Mgmt | For | For | For |
| 25 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Aurora Innovation, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** AUR

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 051774107

**Shares Voted:** 6,210

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Gloria Boyland | Mgmt | For | Withhold | Withhold |

*Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Gloria Boyland given the board's failure to remove, or subject to a sunset requirement, the problematic multi-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.*

## Aurora Innovation, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director Michelangelo Volpi | Mgmt | For | For | For |
| 1c | Elect Director Lara Caimi | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Bank of Ireland Group Plc

**Meeting Date:** 05/21/2026 **Country:** Ireland **Ticker:** BIRG

**Record Date:** 05/17/2026 **Meeting Type:** Annual

**Primary Security ID:** G0756R109

**Shares Voted:** 8,635

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3a | Elect Emer Finnan as Director | Mgmt | For | For | For |
| 3b | Elect Niamh Marshall as Director | Mgmt | For | For | For |
| 3c | Elect Hans van der Noordaa as Director | Mgmt | For | For | For |
| 3d | Re-elect Akshaya Bhargava as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Akshaya Bhargava and Michele Greene is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3e | Re-elect Giles Andrews as Director | Mgmt | For | For | For |
| 3f | Re-elect Michele Greene as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Akshaya Bhargava and Michele Greene is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3g | Re-elect Myles O'Grady as Director | Mgmt | For | For | For |
| 3h | Re-elect Steve Pateman as Director | Mgmt | For | For | For |
| 3.i | Re-elect Mark Spain as Director | Mgmt | For | For | For |
| 3j | Re-elect Margaret Sweeney as Director | Mgmt | For | For | For |

## Bank of Ireland Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Ratify KPMG as Auditors | Mgmt | For | For | For |
| 5 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 6 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 7 | Approve Remuneration Report | Mgmt | For | For | For |
| 8 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 9 | Determine the Price Range at which Treasury Shares may be Re-issued Off-Market | Mgmt | For | For | For |
| 10 | Authorise Issue of Equity | Mgmt | For | For | For |
| 11 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 12 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 13 | Authorise Issue of Equity in Relation to Additional Tier 1 Contingent Equity Conversion Notes | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Contingent Equity Conversion Notes | Mgmt | For | For | For |
| 15 | Approve the Cancellation of the Company's Listing of the Ordinary Shares from the Official List of the UK Financial Conduct Authority and Removal of Ordinary Shares from Trading on the Main Market for Listed Securities of the London Stock Exchange plc | Mgmt | For | For | For |
| 16 | Amend Articles of Association Re: Odd-Lot Offer | Mgmt | For | For | For |
| 17 | Authorise Implementation of the Odd-lot Offer | Mgmt | For | For | For |
| 18 | Authorise Off-Market Purchase of Shares | Mgmt | For | For | For |

## Belden Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** BDC

**Record Date:** 03/25/2026 **Meeting Type:** Annual

**Primary Security ID:** 077454106

## Belden Inc.

**Shares Voted:** 203

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director David J. Aldrich | Mgmt | For | For | For |
| 1b | Elect Director Adel B. Al-Saleh | Mgmt | For | For | For |
| 1c | Elect Director Lance C. Balk | Mgmt | For | For | For |
| 1d | Elect Director Diane D. Brink | Mgmt | For | For | For |
| 1e | Elect Director Judy L. Brown | Mgmt | For | For | For |
| 1f | Elect Director Nancy Calderon | Mgmt | For | For | For |
| 1g | Elect Director Ashish Chand | Mgmt | For | For | For |
| 1h | Elect Director Jonathan C. Klein | Mgmt | For | For | For |
| 1i | Elect Director Vivie "YY" Lee | Mgmt | For | For | For |
| 1j | Elect Director Gregory J. McCray | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Bentley Systems, Incorporated

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** BSY

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** 08265T208

**Shares Voted:** 506

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Barry J. Bentley | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. WITHHOLD votes are also warranted for Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley as their ownership of the supervoting shares, as members of the Bentley Control Group, provide them with voting power control of the company.* | | | | |
| 1.2 | Elect Director Gregory S. Bentley | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. WITHHOLD votes are also warranted for Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley as their ownership of the supervoting shares, as members of the Bentley Control Group, provide them with voting power control of the company.* | | | | |

## Bentley Systems, Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Keith A. Bentley | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. WITHHOLD votes are also warranted for Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley as their ownership of the supervoting shares, as members of the Bentley Control Group, provide them with voting power control of the company.* | | | | |
| 1.4 | Elect Director Raymond B. Bentley | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. WITHHOLD votes are also warranted for Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley as their ownership of the supervoting shares, as members of the Bentley Control Group, provide them with voting power control of the company.* | | | | |
| 1.5 | Elect Director Nicholas H. Cumins | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent.* | | | | |
| 1.6 | Elect Director Kirk B. Griswold | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. WITHHOLD votes are further warranted for Governance Committee members Janet Haugen, Kirk Griswold, and Brian Hughes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Janet B. Haugen | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. WITHHOLD votes are further warranted for Governance Committee members Janet Haugen, Kirk Griswold, and Brian Hughes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are additionally warranted for Governance Committee chair Janet Haugen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director Brian F. Hughes | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. WITHHOLD votes are further warranted for Governance Committee members Janet Haugen, Kirk Griswold, and Brian Hughes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control.* | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Bloom Energy Corporation

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** BE

**Record Date:** 03/24/2026 **Meeting Type:** Annual

**Primary Security ID:** 093712107

## Bloom Energy Corporation

**Shares Voted:** 1,947

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Barbara Burger | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Barbara Burger and Eddy Zervigon given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Jeffrey Immelt | Mgmt | For | For | For |
| 1.3 | Elect Director Jim Snabe | Mgmt | For | For | For |
| 1.4 | Elect Director Eddy Zervigon | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Barbara Burger and Eddy Zervigon given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Mgmt | For | For | For |
| 5 | Amend Certificate of Incorporation to Remove Outdated References to Class B Common Stock | Mgmt | For | For | For |

## CBRE Group, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** CBRE
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 12504L109

**Shares Voted:** 1,167

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Brandon B. Boze | Mgmt | For | For | For |
| 1b | Elect Director Vincent Clancy | Mgmt | For | For | For |
| 1c | Elect Director Beth F. Cobert | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Reginald H. Gilyard | Mgmt | For | For | For |
| 1e | Elect Director Shira D. Goodman | Mgmt | For | For | For |

## CBRE Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director Gerardo I. Lopez | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Guy A. Metcalfe | Mgmt | For | For | For |
| 1h | Elect Director Gunjan Soni | Mgmt | For | For | For |
| 1i | Elect Director Robert E. Sulentic | Mgmt | For | For | For |
| 1j | Elect Director Sanjiv Yajnik | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.* | | | | |

## CCC Intelligent Solutions Holdings Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** CCC

**Record Date:** 03/27/2026 **Meeting Type:** Annual

**Primary Security ID:** 12510Q100

**Shares Voted:** 2,643

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Neil de Crescenzo | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of incumbent Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Neil de Crescenzo and William (Bill) Ingram given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director William Ingram | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of incumbent Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Neil de Crescenzo and William (Bill) Ingram given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director John Schweitzer | Mgmt | For | For | For |
| 2 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

## CCC Intelligent Solutions Holdings Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - Excise tax gross-up provision in agreements.* | | | | |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## CDW Corporation

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** CDW

**Record Date:** 03/25/2026 **Meeting Type:** Annual

**Primary Security ID:** 12514G108

**Shares Voted:** 3,287

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Virginia C. Addicott | Mgmt | For | For | For |
| 1b | Elect Director James A. Bell | Mgmt | For | For | For |
| 1c | Elect Director Lynda M. Clarizio | Mgmt | For | For | For |
| 1d | Elect Director Anthony R. Foxx | Mgmt | For | For | For |
| 1e | Elect Director Kelly J. Grier | Mgmt | For | For | For |
| 1f | Elect Director Marc E. Jones | Mgmt | For | For | For |
| 1g | Elect Director Christine A. Leahy | Mgmt | For | For | For |
| 1h | Elect Director David W. Nelms | Mgmt | For | For | For |
| 1i | Elect Director Joseph R. Swedish | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

# Chubb Limited

**Meeting Date:** 05/21/2026 **Country:** Switzerland **Ticker:** CB
**Record Date:** 03/27/2026 **Meeting Type:** Annual
**Primary Security ID:** H1467J104

**Shares Voted:** 7,524

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2.1 | Allocate Disposable Profit | Mgmt | For | For | For |
| 2.2 | Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount | Mgmt | For | For | For |
| 3 | Approve Discharge of Board of Directors | Mgmt | For | For | For |
| 4.1 | Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor | Mgmt | For | For | For |
| 4.2 | Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm | Mgmt | For | For | For |
| 4.3 | Ratify BDO AG (Zurich) as Special Audit Firm | Mgmt | For | For | For |
| 5.1 | Elect Director Evan G. Greenberg | Mgmt | For | For | For |
| 5.2 | Elect Director Michael P. Connors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 5.3 | Elect Director Michael G. Atieh | Mgmt | For | For | For |
| 5.4 | Elect Director Nancy K. Buese | Mgmt | For | For | For |
| 5.5 | Elect Director Nelson J. Chai | Mgmt | For | For | For |
| 5.6 | Elect Director Michael L. Corbat | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 5.7 | Elect Director Fred Hu | Mgmt | For | For | For |
| 5.8 | Elect Director Robert J. Hugin | Mgmt | For | For | For |
| 5.9 | Elect Director Robert W. Scully | Mgmt | For | For | For |
| 5.10 | Elect Director Theodore E. Shasta | Mgmt | For | For | For |
| 5.11 | Elect Director David H. Sidwell | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 5.12 | Elect Director Olivier Steimer | Mgmt | For | For | For |

# Chubb Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.13 | Elect Director Frances F. Townsend | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 6 | Elect Evan G. Greenberg as Board Chairman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Evan G. Greenberg as board chair is warranted because he serves as combined CEO/chair.* | | | | |
| 7.1 | Elect Michael P. Connors as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 7.2 | Elect Michael L. Corbat as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 7.3 | Elect David H. Sidwell as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 7.4 | Elect Frances F. Townsend as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 8 | Designate Homburger AG as Independent Proxy | Mgmt | For | For | For |
| 9 | Approve Renewal of a Capital Band for Authorized Share Capital Increases and Reductions | Mgmt | For | For | For |
| 10 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 11.1 | Approve Remuneration of Directors in the Amount of USD 6.5 Million | Mgmt | For | For | For |
| 11.2 | Approve Remuneration of Executive Management in the Amount of USD 98 Million for Fiscal 2027 | Mgmt | For | For | For |
| 11.3 | Approve Remuneration Report | Mgmt | For | For | For |
| 12 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 13 | Approve Sustainability Report | Mgmt | For | For | For |
| A | Transact Other Business | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.* | | | | |

# Convatec Group Plc

**Meeting Date:** 05/21/2026 **Country:** United Kingdom **Ticker:** CTEC
**Record Date:** 05/19/2026 **Meeting Type:** Annual
**Primary Security ID:** G23969101

**Shares Voted:** 13,903

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is considered warranted due to the following concerns: - The remuneration policy, which substantially changed pay structure and quantum, received dissent from c.33% of the total votes cast at the 2025 AGM. The timing of the awards to the Executive Directors in accordance with this remuneration policy brings into question the value of the post-AGM engagements that followed, especially given the level of dissent. - The new CEO (formerly CFO) has inherited his predecessor's remuneration package. On an indicative full-year basis, this results in a 142.3% increase in maximum total remuneration opportunity versus his FY2025 CFO maximum opportunity. It remains unclear how this level of pay should apply to the new CEO - especially immediately, rather than through a phased approach linked to performance and establishment in role - given that the rationale around this remuneration package appeared somewhat specific to the former CEO when the remuneration policy was being proposed. - Similarly, the new CFO also inherited her predecessor's pay package, resulting in a substantial uplift in pay. The profound impact of the circumstances that triggered the succession is relevant context and is not being contested. The incumbent Executive Directors' contributions to their former and current roles to date are also acknowledged. However, it is highlighted that material structural concerns on pay have not been sufficiently addressed, and the pay quantum of the EDs significantly deviate to norms for a company of this size in the FTSE 100.* | | | | |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect Fiona Ryder as Director | Mgmt | For | For | For |
| 5 | Re-elect John McAdam as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John McAdam, Margaret Ewing, Kimberly (Kim) Lody, Heather Mason, Brian May and Sharon O'Keefe is warranted for lack of diversity on the board.* | | | | |
| 6 | Re-elect Jonny Mason as Director | Mgmt | For | For | For |
| 7 | Re-elect Margaret Ewing as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John McAdam, Margaret Ewing, Kimberly (Kim) Lody, Heather Mason, Brian May and Sharon O'Keefe is warranted for lack of diversity on the board.* | | | | |
| 8 | Re-elect Brian May as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John McAdam, Margaret Ewing, Kimberly (Kim) Lody, Heather Mason, Brian May and Sharon O'Keefe is warranted for lack of diversity on the board.* | | | | |
| 9 | Re-elect Constantin Coussios as Director (WITHDRAWN) | Mgmt | None | Abstain | Abstain |
| 10 | Re-elect Kim Lody as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John McAdam, Margaret Ewing, Kimberly (Kim) Lody, Heather Mason, Brian May and Sharon O'Keefe is warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect Heather Mason as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John McAdam, Margaret Ewing, Kimberly (Kim) Lody, Heather Mason, Brian May and Sharon O'Keefe is warranted for lack of diversity on the board.* | | | | |
| 12 | Re-elect Sharon O'Keefe as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John McAdam, Margaret Ewing, Kimberly (Kim) Lody, Heather Mason, Brian May and Sharon O'Keefe is warranted for lack of diversity on the board.* | | | | |

## Convatec Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Appoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Crane NXT, Co.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** CXT
**Record Date:** 03/27/2026 **Meeting Type:** Annual
**Primary Security ID:** 224441105

**Shares Voted:** 266

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jeffrey Benck | Mgmt | For | For | For |
| 1b | Elect Director Michael Dinkins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director William Grogan | Mgmt | For | For | For |
| 1d | Elect Director Sandra Joyce | Mgmt | For | For | For |
| 1e | Elect Director Cristen Kogl | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Ellen McClain | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director David D. Petratis | Mgmt | For | For | For |
| 1h | Elect Director Aaron W. Saak | Mgmt | For | For | For |
| 1i | Elect Director John S. Stroup | Mgmt | For | For | For |

## Crane NXT, Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Dropbox, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** DBX

**Record Date:** 03/26/2026 **Meeting Type:** Annual

**Primary Security ID:** 26210C104

**Shares Voted:** 915

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Lisa Campbell | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Lisa Campbell and Warren Jenson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents, the pop-up classified board, and the multi-class capital structure, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Andrew W. Houston | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are further warranted for Andrew Houston as his ownership of the supervoting shares provides him with voting power control of the company.* | | | | |
| 1.3 | Elect Director Warren Jenson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Lisa Campbell and Warren Jenson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents, the pop-up classified board, and the multi-class capital structure, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Andrew Moore | Mgmt | For | For | For |
| 1.5 | Elect Director Abhay Parasnis | Mgmt | For | For | For |
| 1.6 | Elect Director Karen Peacock | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Karen Peacock for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences.* | | | | |
| 1.7 | Elect Director Michael Seibel | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Articles of Incorporation to Waive Jury Trials for Internal Actions | Mgmt | For | For | For |

## DuPont de Nemours, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** DD
**Record Date:** 03/30/2026 **Meeting Type:** Annual
**Primary Security ID:** 26614N102

**Shares Voted:** 3,537

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Amy G. Brady | Mgmt | For | For | For |
| 1b | Elect Director Edward D. Breen | Mgmt | For | For | For |
| 1c | Elect Director Ruby R. Chandy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Alexander M. Cutler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Eleuthere I. du Pont | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Luther C. Kissam, IV *Withdrawn Resolution* | Mgmt | | | |
| 1g | Elect Director Lori D. Koch | Mgmt | For | For | For |
| 1h | Elect Director James A. Lico | Mgmt | For | For | For |
| 1i | Elect Director Frederick M. Lowery | Mgmt | For | For | For |
| 1j | Elect Director D. G. Macpherson | Mgmt | For | For | For |
| 1k | Elect Director Kurt B. McMaken | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Approve Reverse Stock Split | Mgmt | For | For | For |

## Elis SA

**Meeting Date:** 05/21/2026 **Country:** France **Ticker:** ELIS
**Record Date:** 05/13/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** F2976F106

# Elis SA

**Shares Voted:** 756

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 0.48 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction | Mgmt | For | For | For |
| 5 | Reelect Antoine Burel as Supervisory Board Member | Mgmt | For | For | For |
| 6 | Approve Remuneration Policy of Chairman of the Supervisory Board | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy of Supervisory Board Members | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of Chairman of the Management Board | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Management Board Members | Mgmt | For | For | For |
| 10 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 11 | Approve Compensation of Thierry Morin, Chairman of the Supervisory Board | Mgmt | For | For | For |
| 12 | Approve Compensation of Xavier Martiré, Chairman of the Management Board | Mgmt | For | For | For |
| 13 | Approve Compensation of Louis Guyot, Management Board Member | Mgmt | For | For | For |
| 14 | Approve Compensation of Matthieu Lecharny, Management Board Member | Mgmt | For | For | For |
| 15 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 16 | Ratify Change Location of Registered Office to Tour Kupka A, 18, rue Hoche, Puteaux (92800) and Amend Article 4 of Bylaws Accordingly | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |

# Elis SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 18 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 115 Million | Mgmt | For | For | For |
| 19 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million | Mgmt | For | For | For |
| 20 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 23 Million | Mgmt | For | For | For |
| 21 | Approve Issuance of Equity or Equity-Linked Securities Reserved for One or More Specifically Designated Persons up to Aggregate Nominal Amount of EUR 23 Million | Mgmt | For | For | For |
| 22 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-21 and 27 | Mgmt | For | For | For |
| 23 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 24 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 25 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | Mgmt | For | For | For |
| 26 | Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 27 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-23 at EUR 115 Million | Mgmt | For | For | For |
| 28 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |

## Elis SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 29 | Amend Articles 9 and 12 of Bylaws to Incorporate Legal Changes | Mgmt | For | For | For |
| 30 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Endeavour Mining Plc

**Meeting Date:** 05/21/2026 **Country:** United Kingdom **Ticker:** EDV

**Record Date:** 05/19/2026 **Meeting Type:** Annual

**Primary Security ID:** G3042J105

**Shares Voted:** 612

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Re-elect Alison Baker as Director | Mgmt | For | For | For |
| 3 | Re-elect Catherine Lawson-Hall as Director | Mgmt | For | For | For |
| 4 | Re-elect Ian Cockerill as Director | Mgmt | For | For | For |
| 5 | Re-elect John Munro as Director | Mgmt | For | For | For |
| 6 | Re-elect Naguib Sawiris as Director | Mgmt | For | For | For |
| 7 | Re-elect Patrick Bouisset as Director | Mgmt | For | For | For |
| 8 | Re-elect Sakhila Mirza as Director | Mgmt | For | For | For |
| 9 | Re-elect Srinivasan Venkatakrishnan as Director | Mgmt | For | For | For |
| 10 | Elect Alison Henwood as Director | Mgmt | For | For | For |
| 11 | Reappoint BDO LLP as Auditors | Mgmt | For | For | For |
| 12 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 13 | Approve Remuneration Report | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |

## Endeavour Mining Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 18 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## EPAM Systems, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** EPAM

**Record Date:** 04/01/2026 **Meeting Type:** Annual

**Primary Security ID:** 29414B104

**Shares Voted:** 267

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Balazs Fejes | Mgmt | For | For | For |
| 1b | Elect Director Eugene Roman | Mgmt | For | For | For |
| 1c | Elect Director Jill Smart | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Ronald Vargo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 5 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.* | | | | |
| 6 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 7 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call a special meeting at 10 percent ownership threshold would enhance shareholder rights.* | | | | |

## Fiserv, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** FISV
**Record Date:** 03/24/2026 **Meeting Type:** Annual
**Primary Security ID:** 337738108

**Shares Voted:** 4,678

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Stephanie E. Cohen | Mgmt | For | For | For |
| 1.2 | Elect Director Henrique de Castro | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Harry F. DiSimone | Mgmt | For | For | For |
| 1.4 | Elect Director Celine Dufetel | Mgmt | For | For | For |
| 1.5 | Elect Director Lance M. Fritz | Mgmt | For | For | For |
| 1.6 | Elect Director Ajei S. Gopal | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Michael P. Lyons | Mgmt | For | For | For |
| 1.8 | Elect Director Wafaa Mamilli | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Gordon M. Nixon | Mgmt | For | For | For |
| 1.10 | Elect Director Gary S. Shedlin | Mgmt | For | For | For |
| 1.11 | Elect Director Charlotte B. Yarkoni | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Gotion High-tech Co., Ltd

**Meeting Date:** 05/21/2026 **Country:** China **Ticker:** 002074
**Record Date:** 05/12/2026 **Meeting Type:** Annual
**Primary Security ID:** Y4439F110

## Gotion High-tech Co., Ltd

**Shares Voted:** 13,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Report on the Deposit and Usage of Raised Funds | Mgmt | For | For | For |
| 3 | Approve Profit Distribution | Mgmt | For | For | For |
| 4 | Approve Foreign Exchange Hedging | Mgmt | For | For | For |
| 5 | Approve to Appoint Auditor | Mgmt | For | For | For |
| 6 | Approve 2025 and 2026 Remuneration of Directors | Mgmt | For | For | For |
| 7 | Approve Completion of Raised Funds and Use Excess Raised Funds to Supplement Working Capital | Mgmt | For | For | For |
| 8 | Approve Report on the Usage of Previously Raised Funds | Mgmt | For | For | For |
| 9 | Approve Issuance of Interbank Market Debt Financing Instruments | Mgmt | For | For | For |
| 10 | Amend Management System for Remuneration and Performance Evaluation of Directors and Senior Management | Mgmt | For | For | For |

## Henry Schein, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** HSIC

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 806407102

**Shares Voted:** 484

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mohamad Ali | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director William K. "Dan" Daniel | Mgmt | For | For | For |
| 1c | Elect Director Deborah Derby | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Carole T. Faig | Mgmt | For | For | For |
| 1e | Elect Director Kurt P. Kuehn | Mgmt | For | For | For |

## Henry Schein, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director Philip A. Laskawy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Max Lin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Max Lin and William Daniel II are warranted for serving as non-independent members (per Social Advisory Services' classification) of key board committees. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Frederick M. Lowery | Mgmt | For | For | For |
| 1i | Elect Director Anne H. Margulies | Mgmt | For | For | For |
| 1j | Elect Director Reed V. Tuckson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify BDO USA, P.C. as Auditor | Mgmt | For | For | For |
| 4 | Adopt Simple Majority Vote | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.* | | | | |

## Hill & Smith Plc

**Meeting Date:** 05/21/2026 **Country:** United Kingdom **Ticker:** HILS

**Record Date:** 05/19/2026 **Meeting Type:** Annual

**Primary Security ID:** G45080101

**Shares Voted:** 422

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve New Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Elect Nick Anderson as Director | Mgmt | For | For | For |
| 6 | Elect Chris McLeish as Director | Mgmt | For | For | For |
| 7 | Re-elect Rutger Helbing as Director | Mgmt | For | For | For |
| 8 | Re-elect Tony Quinlan as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Anthony (Tony) Quinlan, Farrokh Batliwala, Ellen Chesney, Peter (Pete) Raby and Gillian Tomlinson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## Hill & Smith Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Re-elect Farrokh Batliwala as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Anthony (Tony) Quinlan, Farrokh Batliwala, Ellen Chesney, Peter (Pete) Raby and Gillian Tomlinson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Carol Chesney as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Anthony (Tony) Quinlan, Farrokh Batliwala, Ellen Chesney, Peter (Pete) Raby and Gillian Tomlinson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 11 | Re-elect Pete Raby as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Anthony (Tony) Quinlan, Farrokh Batliwala, Ellen Chesney, Peter (Pete) Raby and Gillian Tomlinson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12 | Re-elect Gillian Tomlinson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Anthony (Tony) Quinlan, Farrokh Batliwala, Ellen Chesney, Peter (Pete) Raby and Gillian Tomlinson is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 13 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Approve US Employee Stock Purchase Plan | Mgmt | For | For | For |
| 20 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Hugo Boss AG

**Meeting Date:** 05/21/2026 **Country:** Germany **Ticker:** BOSS

**Record Date:** 05/14/2026 **Meeting Type:** Annual

**Primary Security ID:** D34902102

## Hugo Boss AG

**Shares Voted:** 277

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.04 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5a | Ratify Deloitte GmbH as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2026 | Mgmt | For | For | For |
| 5b | Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: - There remains a third-party compensation agreement between the CEO and the reference shareholder. The potential for asymmetric accountability towards shareholders continues to raise significant governance concerns. - In addition to the base salary increase in 2024, the target annual base salary of deputy CEO, Oliver Timm, increased significantly during the year under review. While it can be attributed to the extension of his service contract, concerns are nevertheless raised due to the lack of a detailed explanation. - Pension contributions to the executives are considered high in the context of broader European market practice.* | | | | |
| 7 | Approve EUR 1.4 Million Reduction in Share Capital via Cancellation of Shares | Mgmt | For | For | For |

## Illumina, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** ILMN

**Record Date:** 03/26/2026 **Meeting Type:** Annual

**Primary Security ID:** 452327109

**Shares Voted:** 1,449

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1A | Elect Director Caroline D. Dorsa | Mgmt | For | For | For |
| 1B | Elect Director Scott Gottlieb | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1C | Elect Director David P. King | Mgmt | For | For | For |

## Illumina, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1D | Elect Director Keith A. Meister | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1E | Elect Director Anna Richo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1F | Elect Director Philip W. Schiller | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1G | Elect Director Susan E. Siegel | Mgmt | For | For | For |
| 1H | Elect Director Jacob Thaysen | Mgmt | For | For | For |
| 1I | Elect Director Scott B. Ullem | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## JTC Plc

**Meeting Date:** 05/21/2026 **Country:** Jersey **Ticker:** JTC

**Record Date:** 05/19/2026 **Meeting Type:** Annual

**Primary Security ID:** G5211H117

**Shares Voted:** 698

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers CI LLP as Auditors | Mgmt | For | For | For |
| 4 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 5 | Re-elect Michael Liston as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Liston, Erika Schraner, Michael (Mike) Gray, Wendy Holley, Hong Mei (May) Knight and Dawn Marriott-Sims is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6 | Re-elect Nigel Le Quesne as Director | Mgmt | For | For | For |
| 7 | Re-elect Martin Fotheringham as Director | Mgmt | For | For | For |

## JTC Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Re-elect Wendy Holley as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Liston, Erika Schraner, Michael (Mike) Gray, Wendy Holley, Hong Mei (May) Knight and Dawn Marriott-Sims is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Erika Schraner as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Liston, Erika Schraner, Michael (Mike) Gray, Wendy Holley, Hong Mei (May) Knight and Dawn Marriott-Sims is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Re-elect Michael Gray as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Liston, Erika Schraner, Michael (Mike) Gray, Wendy Holley, Hong Mei (May) Knight and Dawn Marriott-Sims is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Re-elect May Hong Mei Knight as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Liston, Erika Schraner, Michael (Mike) Gray, Wendy Holley, Hong Mei (May) Knight and Dawn Marriott-Sims is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12 | Re-elect Dawn Marriott as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Liston, Erika Schraner, Michael (Mike) Gray, Wendy Holley, Hong Mei (May) Knight and Dawn Marriott-Sims is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 13 | Authorise Issue of Equity | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 16 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Kenvue Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** KVUE
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 49177J102

**Shares Voted:** 11,646

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Richard E. Allison, Jr. | Mgmt | For | For | For |
| 1b | Elect Director Seemantini Godbole | Mgmt | For | For | For |

## Kenvue Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Melanie L. Healey | Mgmt | For | For | For |
| 1d | Elect Director Sarah Hofstetter | Mgmt | For | For | For |
| 1e | Elect Director Betsy D. Holden | Mgmt | For | For | For |
| 1f | Elect Director Erica L. Mann | Mgmt | For | For | For |
| 1g | Elect Director Larry J. Merlo | Mgmt | For | For | For |
| 1h | Elect Director Kathleen M. Pawlus | Mgmt | For | For | For |
| 1i | Elect Director Kirk L. Perry | Mgmt | For | For | For |
| 1j | Elect Director Vasant Prabhu | Mgmt | For | For | For |
| 1k | Elect Director Jeffrey C. Smith | Mgmt | For | For | For |
| 1l | Elect Director Michael E. Sneed | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## KKR & Co. Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** KKR

**Record Date:** 02/24/2026 **Meeting Type:** Special

**Primary Security ID:** 48251W104

**Shares Voted:** 4,858

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Eliminate Supermajority Vote Requirement to Amend Certain Provisions of the Charter | Mgmt | For | For | For |
| 2 | Eliminate Right to Act by Written Consent | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The ability to act by written consent is generally in shareholders' best interests and the company has not provided compelling rationale for its elimination following the sunset of the preferred shareholder structure.* | | | | |
| 3 | Authorize Board to Fill Vacancies | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the amendment expressly prohibits shareholders from filling vacancies, giving the board the unilateral ability to do so.* | | | | |
| 4 | Amend Charter | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, as providing directors with the exclusive ability to determine the board size would not be in shareholders' best interest.* | | | | |

## KKR & Co. Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Adjourn Meeting | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted given that certain items on the agenda do not merit support.* | | | | |

## Labcorp Holdings Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** LH

**Record Date:** 03/26/2026 **Meeting Type:** Annual

**Primary Security ID:** 504922105

**Shares Voted:** 1,222

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Kerrii B. Anderson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Victor Bulto | Mgmt | For | For | For |
| 1c | Elect Director Jeffrey A. Davis | Mgmt | For | For | For |
| 1d | Elect Director Kirsten M. Kliphouse | Mgmt | For | For | For |
| 1e | Elect Director Garheng Kong | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Peter M. Neupert | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Richelle P. Parham | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Paul B. Rothman | Mgmt | For | For | For |
| 1i | Elect Director John H. Sampson | Mgmt | For | For | For |
| 1j | Elect Director Adam H. Schechter | Mgmt | For | For | For |
| 1k | Elect Director Kathryn E. Wengel | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

# LANXESS AG

**Meeting Date:** 05/21/2026 **Country:** Germany **Ticker:** LXS
**Record Date:** 04/29/2026 **Meeting Type:** Annual
**Primary Security ID:** D5032B102

**Shares Voted:** 620

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.10 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify KPMG AG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Ratify KPMG AG as Auditors for Review of Interim Financial Statements for Fiscal Year 2026 | Mgmt | For | For | For |
| 5.3 | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7.1 | Elect Rainier van Roessel to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Rainier van Roessel is warranted for lack of diversity on the board. A vote FOR the remaining director nominee Uta Kemmerich-Keil is warranted.* | | | | |
| 7.2 | Elect Uta Kemmerich-Keil to the Supervisory Board | Mgmt | For | For | For |
| 8 | Approve Creation of EUR 17.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 9 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 8.6 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | For | For |

# Legal & General Group Plc

**Meeting Date:** 05/21/2026 **Country:** United Kingdom **Ticker:** LGEN
**Record Date:** 05/19/2026 **Meeting Type:** Annual
**Primary Security ID:** G54404127

**Shares Voted:** 282,125

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Approve Climate and Nature Transition Plan | Mgmt | For | For | For |
| 4 | Elect Mark Jordy as Director | Mgmt | For | For | For |
| 5 | Elect Andrew Kail as Director | Mgmt | For | For | For |
| 6 | Elect Scott Wheway as Director | Mgmt | For | For | For |
| 7 | Re-elect Henrietta Baldock as Director | Mgmt | For | For | For |
| 8 | Re-elect Clare Bousfield as Director | Mgmt | For | For | For |
| 9 | Re-elect Carolyn Johnson as Director | Mgmt | For | For | For |
| 10 | Re-elect Nilufer Kheraj as Director | Mgmt | For | For | For |
| 11 | Re-elect George Lewis as Director | Mgmt | For | For | For |
| 12 | Re-elect Tushar Morzaria as Director | Mgmt | For | For | For |
| 13 | Re-elect Antonio Simoes as Director | Mgmt | For | For | For |
| 14 | Re-elect Laura Wade-Gery as Director | Mgmt | For | For | For |
| 15 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Approve Remuneration Policy | Mgmt | For | For | For |
| 18 | Approve Remuneration Report | Mgmt | For | For | For |
| 19 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Legal & General Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 23 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 24 | Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities | Mgmt | For | For | For |
| 25 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 26 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Legal & General Group Plc

**Meeting Date:** 05/21/2026 **Country:** United Kingdom **Ticker:** LGEN
**Record Date:** 05/19/2026 **Meeting Type:** Special
**Primary Security ID:** G54404127

**Shares Voted:** 282,125

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Reduction of the Share Premium Account | Mgmt | For | For | For |
| 2 | Approve Reduction of the Capital Redemption Reserve | Mgmt | For | For | For |

## Lennox International Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** LII
**Record Date:** 03/26/2026 **Meeting Type:** Annual
**Primary Security ID:** 526107107

**Shares Voted:** 143

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director John W. Norris, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Karen H. Quintos | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Shane D. Wall | Mgmt | For | For | For |

## Lennox International Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Marsh & McLennan Companies, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** MRSH

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 571748102

**Shares Voted:** 5,171

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Anthony K. Anderson | Mgmt | For | For | For |
| 1b | Elect Director Bruce Broussard | Mgmt | For | For | For |
| 1c | Elect Director John Q. Doyle | Mgmt | For | For | For |
| 1d | Elect Director H. Edward Hanway | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Peter Harrison | Mgmt | For | For | For |
| 1f | Elect Director Judith Hartmann | Mgmt | For | For | For |
| 1g | Elect Director Deborah C. Hopkins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Tamara Ingram | Mgmt | For | For | For |
| 1i | Elect Director Jane H. Lute | Mgmt | For | For | For |
| 1j | Elect Director Steven A. Mills | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1k | Elect Director Morton O. Schapiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1l | Elect Director Jan Siegmund | Mgmt | For | For | For |
| 1m | Elect Director Lloyd M. Yates | Mgmt | For | For | For |

## Marsh & McLennan Companies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Nexans SA

**Meeting Date:** 05/21/2026 **Country:** France **Ticker:** NEX

**Record Date:** 05/13/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F65277109

**Shares Voted:** 160

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 2.90 per Share | Mgmt | For | For | For |
| 4 | Reelect Laura Bernardelli as Director | Mgmt | For | For | For |
| 5 | Reelect Anne Lebel as Director | Mgmt | For | For | For |
| 6 | Elect Antonio Cammisecra as Director | Mgmt | For | For | For |
| 7 | Elect Thierry Fournier as Director | Mgmt | For | For | For |
| 8 | Approve Amendment of Remuneration Policy of Christopher Guérin, CEO until October 12, 2025 for Fiscal Years 2022 to 2025 | Mgmt | For | For | For |
| 9 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 10 | Approve Compensation of Jean Mouton, Chairman of the Board | Mgmt | For | For | For |
| 11 | Approve Compensation of Christopher Guérin, CEO until October 12, 2025 | Mgmt | For | For | For |
| 12 | Approve Compensation of Julien Hueber, CEO from October 13, 2025 | Mgmt | For | For | For |

## Nexans SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 17 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 18 | Authorize up to EUR 330,000 for Use in Restricted Stock Plan Reserved for Employees and Corporate Officers with Performance Conditions Attached from January 1, 2027 | Mgmt | For | For | For |
| 19 | Authorize up to EUR 50,000 for Use in Restricted Stock Plan Reserved for Employees (without Performance Conditions Attached) from January 1, 2027 | Mgmt | For | For | For |
| 20 | Amend Article 12bis of Bylaws to Incorporate Legal Changes (Women on Boards) Re: Procedures for Appointing Representative of Employee Shareholders to the Board | Mgmt | For | For | For |
| 21 | Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 22 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Next Plc

**Meeting Date:** 05/21/2026 **Country:** United Kingdom **Ticker:** NXT

**Record Date:** 05/19/2026 **Meeting Type:** Annual

**Primary Security ID:** G6500M106

**Shares Voted:** 2,637

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Policy | Mgmt | For | For | For |

# Next Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Elect Annette Court as Director | Mgmt | For | For | For |
| 6 | Elect Jeni Mundy as Director | Mgmt | For | For | For |
| 7 | Re-elect Jonathan Blanchard as Director | Mgmt | For | For | For |
| 8 | Re-elect Venetia Butterfield as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Roney, Venetia Butterfield, Soumen Das, Thomas (Tom) Hall, Dame Tristia Harrison and Amy Stirling is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Re-elect Soumen Das as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Roney, Venetia Butterfield, Soumen Das, Thomas (Tom) Hall, Dame Tristia Harrison and Amy Stirling is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Tom Hall as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Roney, Venetia Butterfield, Soumen Das, Thomas (Tom) Hall, Dame Tristia Harrison and Amy Stirling is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 11 | Re-elect Dame Tristia Harrison as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Roney, Venetia Butterfield, Soumen Das, Thomas (Tom) Hall, Dame Tristia Harrison and Amy Stirling is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12 | Re-elect Richard Papp as Director | Mgmt | For | For | For |
| 13 | Re-elect Michael Roney as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Roney, Venetia Butterfield, Soumen Das, Thomas (Tom) Hall, Dame Tristia Harrison and Amy Stirling is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 14 | Re-elect Jeremy Stakol as Director | Mgmt | For | For | For |
| 15 | Re-elect Amy Stirling as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Michael (Mike) Roney, Venetia Butterfield, Soumen Das, Thomas (Tom) Hall, Dame Tristia Harrison and Amy Stirling is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 16 | Re-elect Lord Wolfson as Director | Mgmt | For | For | For |
| 17 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 18 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 19 | Amend Long Term Incentive Plan | Mgmt | For | For | For |

## Next Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorise Issue of Equity | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 23 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 24 | Authorise Off-Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 25 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## NextNav Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** NN

**Record Date:** 03/24/2026 **Meeting Type:** Annual

**Primary Security ID:** 65345N106

**Shares Voted:** 703

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Mariam Sorond | Mgmt | For | For | For |
| 1.2 | Elect Director Bandel L. Carano | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Lisa Hook | Mgmt | For | For | For |
| 1.4 | Elect Director H. Wyman Howard, III | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a say-on-pay proposal, WITHHOLD votes are warranted for Compensation Committee members H. Wyman Howard III, John Muleta and Nicola Palmer for an unmitigated pay-for-performance misalignment. There is limited disclosure under the annual bonus program. In addition, total CEO compensation was mainly driven by the grant of equity awards, a majority of which lack performance criteria or an extended time horizon.* | | | | |
| 1.5 | Elect Director Alan B. Howe | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Jonathan A. Marcus | Mgmt | For | For | For |

## NextNav Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director John B. Muleta | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair John Muleta given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. In the absence of a say-on-pay proposal, WITHHOLD votes are warranted for Compensation Committee members H. Wyman Howard III, John Muleta and Nicola Palmer for an unmitigated pay-for-performance misalignment. There is limited disclosure under the annual bonus program. In addition, total CEO compensation was mainly driven by the grant of equity awards, a majority of which lack performance criteria or an extended time horizon. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director Nicola Palmer | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a say-on-pay proposal, WITHHOLD votes are warranted for Compensation Committee members H. Wyman Howard III, John Muleta and Nicola Palmer for an unmitigated pay-for-performance misalignment. There is limited disclosure under the annual bonus program. In addition, total CEO compensation was mainly driven by the grant of equity awards, a majority of which lack performance criteria or an extended time horizon.* | | | | |
| 1.9 | Elect Director Lorin Selby | Mgmt | For | For | For |
| 1.10 | Elect Director Neil S. Subin | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## NN Group NV

**Meeting Date:** 05/21/2026 **Country:** Netherlands **Ticker:** NN

**Record Date:** 04/23/2026 **Meeting Type:** Annual

**Primary Security ID:** N64038107

**Shares Voted:** 8,781

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2. | Receive Annual Report | Mgmt | | | |
| 3. | Receive Explanation on Sustainability | Mgmt | | | |
| 4. | Discussion on Company's Corporate Governance Structure | Mgmt | | | |
| 5. | Approve Remuneration Report | Mgmt | For | For | For |
| 6.A. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 6.B. | Receive Explanation on Company's Dividend Policy | Mgmt | | | |
| 6.C. | Approve Dividends | Mgmt | For | For | For |
| 7.A. | Approve Discharge of Executive Board | Mgmt | For | For | For |
| 7.B. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |

## NN Group NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8. | Discuss Supervisory Board Profile | Mgmt | | | |
| 9. | Notification of Intended Re-Appointment of Annemiek van Melick as Member of the Executive Board | Mgmt | | | |
| 10.A. | Reelect David Cole to Supervisory Board | Mgmt | For | For | For |
| 10.B. | Reelect Pauline van der Meer Mohr to Supervisory Board | Mgmt | For | For | For |
| 10.C. | Elect Irine Gaasbeek to Supervisory Board | Mgmt | For | For | For |
| 11. | Amend the Fixed Annual Fee Level for the Members of the Supervisory Board | Mgmt | For | For | For |
| 12Ai | Grant Board Authority to Issue Shares | Mgmt | For | For | For |
| 12Aii | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 12.B. | Grant Board Authority to Issue Shares in Connection with a Rights Issue | Mgmt | For | For | For |
| 13. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 14. | Approve Reduction in Share Capital | Mgmt | For | For | For |
| 15. | Close Meeting | Mgmt | | | |

## Pinterest, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** PINS

**Record Date:** 03/27/2026 **Meeting Type:** Annual

**Primary Security ID:** 72352L106

**Shares Voted:** 3,106

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Chip Bergh | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Governance Committee member Charles (Chip) Bergh is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, and the dual-class capital structure, each of which adversely impacts shareholder rights.* | | | | |
| 1b | Elect Director Gokul Rajaram | Mgmt | For | For | For |
| 1c | Elect Director Emily Reuter | Mgmt | For | For | For |
| 1d | Elect Director Marc Steinberg | Mgmt | For | For | For |

## Pinterest, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 31.46 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.*

## Qnity Electronics, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** Q
**Record Date:** 03/25/2026 **Meeting Type:** Annual
**Primary Security ID:** 74743L100

**Shares Voted:** 961

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Karin De Bondt | Mgmt | For | For | For |
| 1b | Elect Director Byron Green | Mgmt | For | For | For |
| 1c | Elect Director Jon D. Kemp | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Quanta Services, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** PWR
**Record Date:** 04/02/2026 **Meeting Type:** Annual
**Primary Security ID:** 74762E102

**Shares Voted:** 4,911

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Earl C. (Duke) Austin, Jr. | Mgmt | For | For | For |
| 1.2 | Elect Director Warner L. Baxter | Mgmt | For | Against | Against |

*Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.*

## Quanta Services, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Doyle N. Beneby | Mgmt | For | For | For |
| 1.4 | Elect Director Bernard Fried | Mgmt | For | For | For |
| 1.5 | Elect Director Worthing F. Jackman | Mgmt | For | For | For |
| 1.6 | Elect Director Joseph Kim | Mgmt | For | For | For |
| 1.7 | Elect Director Holli C. Ladhani | Mgmt | For | For | For |
| 1.8 | Elect Director Jo-ann M. dePass Olsovsky | Mgmt | For | For | For |
| 1.9 | Elect Director R. Scott Rowe | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.10 | Elect Director Martha B. Wyrsch | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Realty Income Corporation

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** O

**Record Date:** 03/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 756109104

**Shares Voted:** 7,567

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Priscilla Almodovar | Mgmt | For | For | For |
| 1b | Elect Director A. Larry Chapman | Mgmt | For | For | For |
| 1c | Elect Director Reginald H. Gilyard | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Mary Hogan Preusse | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Kim Hourihan | Mgmt | For | For | For |

## Realty Income Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director Priya Cherian Huskins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Jeff Jacobson | Mgmt | For | For | For |
| 1h | Elect Director Gerardo I. Lopez | Mgmt | For | For | For |
| 1i | Elect Director Michael D. McKee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Gregory T. McLaughlin | Mgmt | For | For | For |
| 1k | Elect Director Sumit Roy | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 28.16 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Reckitt Benckiser Group Plc

**Meeting Date:** 05/21/2026 **Country:** United Kingdom **Ticker:** RKT

**Record Date:** 05/19/2026 **Meeting Type:** Annual

**Primary Security ID:** G7S0C8107

**Shares Voted:** 2,543

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Sir Jeremy Darroch as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir David Darroch and Andrew Bonfield is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5 | Re-elect Kris Licht as Director | Mgmt | For | For | For |
| 6 | Re-elect Shannon Eisenhardt as Director | Mgmt | For | For | For |
| 7 | Re-elect Andrew Bonfield as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Sir David Darroch and Andrew Bonfield is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## Reckitt Benckiser Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Re-elect Elane Stock as Director | Mgmt | For | For | For |
| 9 | Re-elect Tamara Ingram as Director | Mgmt | For | For | For |
| 10 | Re-elect Marybeth Hays as Director | Mgmt | For | For | For |
| 11 | Re-elect Fiona Dawson as Director | Mgmt | For | For | For |
| 12 | Re-elect Stefan Oschmann as Director | Mgmt | For | For | For |
| 13 | Elect Patricia Verduin as Director | Mgmt | For | For | For |
| 14 | Elect Harry Kirsch as Director | Mgmt | For | For | For |
| 15 | Elect Deepak Nath as Director | Mgmt | For | For | For |
| 16 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## ServiceNow, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** NOW

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 81762P102

**Shares Voted:** 16,205

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Susan L. Bostrom | Mgmt | For | For | For |
| 1b | Elect Director Teresa Briggs | Mgmt | For | For | For |

## ServiceNow, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Paul E. Chamberlain | Mgmt | For | For | For |
| 1d | Elect Director Lawrence J. Jackson, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Frederic B. Luddy | Mgmt | For | For | For |
| 1f | Elect Director William R. McDermott | Mgmt | For | For | For |
| 1g | Elect Director Joseph "Larry" Quinlan | Mgmt | For | For | For |
| 1h | Elect Director Anita M. Sands | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Eric S. Yuan | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 5 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 6 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |

## Shenzhen Inovance Technology Co., Ltd.

**Meeting Date:** 05/21/2026 **Country:** China **Ticker:** 300124
**Record Date:** 05/15/2026 **Meeting Type:** Annual
**Primary Security ID:** Y7744Z101

**Shares Voted:** 11,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Profit Distribution | Mgmt | For | For | For |
| 3 | Approve to Authorize the Board of Directors to Formulate the Interim Profit Distribution Plan | Mgmt | For | For | For |
| 4 | Approve to Appoint Auditor | Mgmt | For | For | For |

## Shenzhen Inovance Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Formulation of Remuneration Management System | Mgmt | For | For | For |

## Sinch AB

**Meeting Date:** 05/21/2026 **Country:** Sweden **Ticker:** SINCH

**Record Date:** 05/12/2026 **Meeting Type:** Annual

**Primary Security ID:** W835AF448

**Shares Voted:** 4,228

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2.1 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3.1 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 5 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8b | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 8c1 | Approve Discharge of Erik Froberg | Mgmt | For | For | For |
| 8c2 | Approve Discharge of Bjorn Zethraeus | Mgmt | For | For | For |
| 8c3 | Approve Discharge of Kristina Willgard | Mgmt | For | For | For |
| 8c4 | Approve Discharge of Lena Almefelt | Mgmt | For | For | For |
| 8c5 | Approve Discharge of Mattias Stenberg | Mgmt | For | For | For |
| 8c6 | Approve Discharge of Renee Robinson Stromberg | Mgmt | For | For | For |
| 8c7 | Approve Discharge of Deputy CEO Robert Gerstmann | Mgmt | For | For | For |
| 8c8 | Approve Discharge of CEO Laurinda Pang | Mgmt | For | For | For |

# Sinch AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 10 | Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 700,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors | Mgmt | For | For | For |
| 11.1 | Reelect Erik Froberg (Chair) as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominee Erik Froberg (Item 11.1) is warranted due to his position as a non-independent chair of the audit committee. A vote FOR the remaining nominees is warranted.* | | | | |
| 11.2 | Reelect Bjorn Zethraeus as Director | Mgmt | For | For | For |
| 11.3 | Reelect Renee Robinson Stromberg as Director | Mgmt | For | For | For |
| 11.4 | Reelect Mattias Stenberg as Director | Mgmt | For | For | For |
| 11.5 | Reelect Lena Almefelt as Director | Mgmt | For | For | For |
| 11.6 | Reelect Kristina Willgard as Director | Mgmt | For | For | For |
| 11.7 | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 13 | Approve Remuneration Report | Mgmt | For | For | For |
| 14 | Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights | Mgmt | For | For | For |
| 15 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 16 | Approve Long-Term Performance Based Incentive Program (LTI 2026) for Key Employees; Approve Equity Plan Financing | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted since the Series 1 options become exercisable after one year. No concerns are noted with the series 2 vesting provisions.* | | | | |
| 17 | Approve SEK 608,024.87 Reduction in Share Capital for Transfer to Unrestricted Equity; Approve SEK 608,024.87 Increase of Share Capital through a Bonus Issue without the Issuance of New Shares | Mgmt | For | For | For |

## Sinch AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Amend Articles Re: Set Minimum (SEK 4 Million) and Maximum (SEK 16 Million) Share Capital; Set Minimum (400 Million) and Maximum (1.6 Billion) Number of Shares | Mgmt | For | For | For |
| 19 | Close Meeting | Mgmt | | | |

## Teleperformance SE

**Meeting Date:** 05/21/2026 **Country:** France **Ticker:** TEP

**Record Date:** 05/13/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F9120F106

**Shares Voted:** 214

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 4.50 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Approve Transaction with Jorge Amar | Mgmt | For | For | For |
| 6 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 7 | Approve Compensation of Moulay Hafid Elalamy, Chairman of the Board | Mgmt | For | For | For |
| 8 | Approve Compensation of Daniel Julien, CEO | Mgmt | For | For | For |
| 9 | Approve Compensation of Thomas Mackenbrock, Vice-CEO | Mgmt | For | For | For |
| 10 | Approve Compensation of Olivier Rigaudy, Vice-CEO in Charge of Finances | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |

# Teleperformance SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Approve Remuneration Policy of CEO from January 1, 2026 to March 15, 2026 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Items 13, 15-16. Remuneration Policy of Daniel Julien, CEO from January 1, 2026, to March 15, 2026, and of Vice-CEOs Votes AGAINST the remuneration policy of CEO from January 1, 2026, to March 15, 2026, and remuneration policies of Vice-CEOs are warranted because: * The maintain of Vice-CEOs' employment contracts, which limits the impact of say on pay. * The performance conditions for variable remuneration under employment contracts are no longer disclosed for former Vice-CEOs. * Under the LTI plan, the vesting scale under the criterion related to the GHG emission reduction may not be considered as stringent enough as the targets set were already achieved by end of FY 2025. * The company did not provide any compelling rationale for setting Daniel Julien's remuneration as senior executive on the same basis as his current remuneration as CEO, without any liability that usually goes along with the CEO functions. Following that period, Daniel Julien will be paid for his non-compete agreement. * Thomas Mackenbrock has been proposed for reelection to the board and will therefore continue to serve the company as a director. However, the company has confirmed the payment of his non-compete agreement, which falls short of market best practices. * The company intends to pay Olivier Rigaudy a non-compete indemnity, despite his announced retirement by the end of the year. He will then be entitled to pension benefits. This approach is not aligned with applicable recommended guidelines. Item 14. Approve: Remuneration Policy of Jorge Amar, CEO from March 16, 2026 A vote FOR the remuneration policy of CEO from March 16, 2026, is warranted but not without concern regarding the LTI plan. The vesting scale under the criterion related to the GHG emission reduction may not be considered as stringent enough as the targets set were already achieved by end of FY 2025. The main reason for support is the absence of any other significant concern.* | | | | |
| 14 | Approve Remuneration Policy of CEO from March 16, 2026 | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy of Vice-CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Items 13, 15-16. Remuneration Policy of Daniel Julien, CEO from January 1, 2026, to March 15, 2026, and of Vice-CEOs Votes AGAINST the remuneration policy of CEO from January 1, 2026, to March 15, 2026, and remuneration policies of Vice-CEOs are warranted because: * The maintain of Vice-CEOs' employment contracts, which limits the impact of say on pay. * The performance conditions for variable remuneration under employment contracts are no longer disclosed for former Vice-CEOs. * Under the LTI plan, the vesting scale under the criterion related to the GHG emission reduction may not be considered as stringent enough as the targets set were already achieved by end of FY 2025. * The company did not provide any compelling rationale for setting Daniel Julien's remuneration as senior executive on the same basis as his current remuneration as CEO, without any liability that usually goes along with the CEO functions. Following that period, Daniel Julien will be paid for his non-compete agreement. * Thomas Mackenbrock has been proposed for reelection to the board and will therefore continue to serve the company as a director. However, the company has confirmed the payment of his non-compete agreement, which falls short of market best practices. * The company intends to pay Olivier Rigaudy a non-compete indemnity, despite his announced retirement by the end of the year. He will then be entitled to pension benefits. This approach is not aligned with applicable recommended guidelines. Item 14. Approve: Remuneration Policy of Jorge Amar, CEO from March 16, 2026 A vote FOR the remuneration policy of CEO from March 16, 2026, is warranted but not without concern regarding the LTI plan. The vesting scale under the criterion related to the GHG emission reduction may not be considered as stringent enough as the targets set were already achieved by end of FY 2025. The main reason for support is the absence of any other significant concern.* | | | | |
| 16 | Approve Remuneration Policy of Vice-CEO in Charge of Finances | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Items 13, 15-16. Remuneration Policy of Daniel Julien, CEO from January 1, 2026, to March 15, 2026, and of Vice-CEOs Votes AGAINST the remuneration policy of CEO from January 1, 2026, to March 15, 2026, and remuneration policies of Vice-CEOs are warranted because: * The maintain of Vice-CEOs' employment contracts, which limits the impact of say on pay. * The performance conditions for variable remuneration under employment contracts are no longer disclosed for former Vice-CEOs. * Under the LTI plan, the vesting scale under the criterion related to the GHG emission reduction may not be considered as stringent enough as the targets set were already achieved by end of FY 2025. * The company did not provide any compelling rationale for setting Daniel Julien's remuneration as senior executive on the same basis as his current remuneration as CEO, without any liability that usually goes along with the CEO functions. Following that period, Daniel Julien will be paid for his non-compete agreement. * Thomas Mackenbrock has been proposed for reelection to the board and will therefore continue to serve the company as a director. However, the company has confirmed the payment of his non-compete agreement, which falls short of market best practices. * The company intends to pay Olivier Rigaudy a non-compete indemnity, despite his announced retirement by the end of the year. He will then be entitled to pension benefits. This approach is not aligned with applicable recommended guidelines. Item 14. Approve: Remuneration Policy of Jorge Amar, CEO from March 16, 2026 A vote FOR the remuneration policy of CEO from March 16, 2026, is warranted but not without concern regarding the LTI plan. The vesting scale under the criterion related to the GHG emission reduction may not be considered as stringent enough as the targets set were already achieved by end of FY 2025. The main reason for support is the absence of any other significant concern.* | | | | |

## Teleperformance SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Ratify Appointment of Ingrid Johnson as Director Following Resignation of Angela Maria Sierra-Moreno | Mgmt | For | For | For |
| 18 | Reelect Ingrid Johnson as Director | Mgmt | For | For | For |
| 19 | Ratify Appointment of Hanadi Nasser K. A. Al-Thani as Director Following Resignation of Christobel Selecky | Mgmt | For | For | For |
| 20 | Reelect Hanadi Nasser K. A. Al-Thani as Director | Mgmt | For | For | For |
| 21 | Ratify Appointment of Thomas Mackenbrock as Director Following Resignation of Alain Boulet | Mgmt | For | For | For |
| 22 | Reelect Thomas Mackenbrock as Director | Mgmt | For | For | For |
| 23 | Elect Moulay M Hamed Elalamy as Director | Mgmt | For | For | For |
| 24 | Ratify Appointment of Jorge Amar as Director Following Resignation of Daniel Julien | Mgmt | For | For | For |
| 25 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 26 | Amend Article 16 of Bylaws Re: Written Consultation | Mgmt | For | For | For |
| 27 | Amend Article 25.1 of Bylaws to Incorporate Legal Changes Re: Record Date | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 28 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## The Charles Schwab Corporation

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** SCHW

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 808513105

**Shares Voted:** 11,176

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Marianne C. Brown | Mgmt | For | For | For |

## The Charles Schwab Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Frank C. Herringer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Richard A. Wurster | Mgmt | For | For | For |
| 1.4 | Elect Director Carolyn Schwab-Pomerantz | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; - Modified single-trigger provision in change-in-control agreements; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 4 | Declassify the Board of Directors | Mgmt | For | For | For |

## The Home Depot, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** HD

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 437076102

**Shares Voted:** 7,260

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Gerard J. Arpey | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Ari Bousbib | Mgmt | For | For | For |
| 1c | Elect Director Jeffery H. Boyd | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Gregory D. Brenneman | Mgmt | For | For | For |
| 1e | Elect Director J. Frank Brown | Mgmt | For | For | For |
| 1f | Elect Director Edward P. Decker | Mgmt | For | For | For |
| 1g | Elect Director Wayne M. Hewett | Mgmt | For | For | For |
| 1h | Elect Director Manuel Kadre | Mgmt | For | For | For |
| 1i | Elect Director Stephanie C. Linnartz | Mgmt | For | For | For |

# The Home Depot, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Paula A. Santilli | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Caryn Seidman-Becker | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1l | Elect Director Asha Sharma | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Mgmt | For | For | For |
| 5 | Amend Charter Re: Nomination Notice Removal | Mgmt | For | For | For |
| 6 | Issue Report Evaluating Recycling-Related Plastic Targets | SH | Against | Against | Against |
| 7 | Report on Efforts to Make All Packaging Recyclable, Reusable, and Compostable | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as further assessment of the company's circularity efforts would provide valuable insights and help the company mitigate associated risks.* | | | | |
| 8 | Issue Report Assessing Risks to Customers' Data Privacy Rights | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure of the company's policies, procedures and oversight mechanisms would benefit shareholders by providing greater insight into how the company is managing and mitigating cyber risks.* | | | | |
| 9 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 10 | Conduct and Disclose a Biodiversity Impact Assessment | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as further disclosure would help shareholders assess how the company is managing related risks associated with deforestation and biodiversity loss as well as adequately track progress on these issues.* | | | | |
| 11 | Report on Employee Access to Healthcare | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the sufficiency of employees access to timely, quality healthcare, and discussing the company s strategy to ameliorate any insufficiencies identified, would allow shareholders to assess how the company is managing such risks.* | | | | |
| 12 | Report on Cost and Benefits and Relevant Risks of the Company's Charitable Support | SH | Against | Against | Against |

# Travis Perkins Plc

**Meeting Date:** 05/21/2026 **Country:** United Kingdom **Ticker:** TPK
**Record Date:** 05/19/2026 **Meeting Type:** Annual
**Primary Security ID:** G90202139

**Shares Voted:** 1,576

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect Gavin Slark as Director | Mgmt | For | For | For |
| 5 | Re-elect Duncan Cooper as Director | Mgmt | For | For | For |
| 6 | Re-elect Marianne Culver as Director | Mgmt | For | For | For |
| 7 | Re-elect Geoff Drabble as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Geoffrey (Geoff) Drabble, Jeremy (Jez) Maiden and Jora Gill is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8 | Re-elect Heath Drewett as Director | Mgmt | For | For | For |
| 9 | Re-elect Jora Gill as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Geoffrey (Geoff) Drabble, Jeremy (Jez) Maiden and Jora Gill is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Louise Hardy as Director | Mgmt | For | For | For |
| 11 | Re-elect Jez Maiden as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Geoffrey (Geoff) Drabble, Jeremy (Jez) Maiden and Jora Gill is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 12 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 17 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Trinity Industries, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** TRN
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 896522109

**Shares Voted:** 2,168

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director William P. Ainsworth | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Robert C. Biesterfeld, Jr. | Mgmt | For | For | For |
| 1c | Elect Director John J. Diez | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Leldon E. Echols | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Veena M. Lakkundi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director S. Todd Maclin | Mgmt | For | For | For |
| 1g | Elect Director E. Jean Savage | Mgmt | For | For | For |
| 1h | Elect Director Dunia A. Shive | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## United Internet AG

**Meeting Date:** 05/21/2026 **Country:** Germany **Ticker:** UTDI
**Record Date:** 05/14/2026 **Meeting Type:** Annual
**Primary Security ID:** D8542B125

**Shares Voted:** 425

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |

# United Internet AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Allocation of Income and Dividends of EUR 0.50 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Ralph Dommermuth for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Management Board Member Carsten Theurer for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.3 | Approve Discharge of Management Board Member Markus Huhn for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Statements Until 2027 AGM | Mgmt | For | For | For |
| 5.2 | Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The LTI awards are not subject to any separate performance conditions other than the exercise hurdle which is set at a 20-percent premium to the grant price, and the awards partially vest before three years. * There remains limited ex-post disclosure to explain non-financial performance achievements. * The CFO was granted a guaranteed STI payout based on 100 percent target achievement for the first 12 months of his appointment. * The former CFO's SAR claims were settled with a fixed cash payment without a detailed and compelling explanation, and the STI was paid out assuming a target achievement of 100 percent, despite the fact that he left the company at his own request. * Free float shareholder dissent on previous remuneration policy vote has not been addressed.* | | | | |
| 7 | Approve Supervisory Board Remuneration Policy | Mgmt | For | For | For |
| 8 | Approve Creation of EUR 75 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Item 8 A vote AGAINST the proposed authorization is warranted because the issuance request would allow for a capital increase without preemptive rights for up to 20 percent of the issued share capital. Item 9 A vote FOR the proposed authorization is warranted due to a lack of concerns.* | | | | |
| 9 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 675 Million; Approve Creation of EUR 18.5 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | For | For |

## United Internet AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 11 | Approve Domination Agreements with Atrium 333. Europaeische VV SE and Atrium 334. Europaeische VV SE | Mgmt | For | For | For |
| 12 | Approve Profit Transfer Agreements with Atrium 333. Europaeische VV SE and Atrium 334. Europaeische VV SE | Mgmt | For | For | For |

## Valeo SE

**Meeting Date:** 05/21/2026 **Country:** France **Ticker:** FR

**Record Date:** 05/13/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F96221340

**Shares Voted:** 969

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 0.44 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Elect Fabienne Lecorvaisier as Director | Mgmt | For | For | For |
| 6 | Reelect Gilles Michel as Director | Mgmt | For | For | For |
| 7 | Reelect Bruno Bézard as Director | Mgmt | For | For | For |
| 8 | Reelect Bpifrance Participations as Director | Mgmt | For | For | For |
| 9 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 10 | Approve Compensation of Gilles Michel, Chairman of the Board | Mgmt | For | For | For |

## Valeo SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Approve Compensation of Christophe Périllat, CEO | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 15 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 16 | Authorize up to 8,700,000 Shares for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 17 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Van Lanschot Kempen NV

**Meeting Date:** 05/21/2026 **Country:** Netherlands **Ticker:** VLK

**Record Date:** 04/23/2026 **Meeting Type:** Annual

**Primary Security ID:** N9145V103

**Shares Voted:** 211

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Receive Report of Supervisory Board (Non-Voting) | Mgmt | | | |
| 2.b. | Receive Report of Management Board (Non-Voting) | Mgmt | | | |
| 3. | Approve Remuneration Report | Mgmt | For | For | For |
| 4.a. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4.b. | Approve Dividends | Mgmt | For | For | For |
| 5.a. | Approve Discharge of Management Board | Mgmt | For | For | For |
| 5.b. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |

## Van Lanschot Kempen NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.a. | Announce Intention to Reappoint Maarten Edixhoven to Management Board | Mgmt | | | |
| 6.b. | Announce Intention to Appoint Guido van Aubel to Management Board | Mgmt | | | |
| 7.a. | Announce Vacancies on the Supervisory Board and Opportunity to Make Recommendations | Mgmt | | | |
| 7.b. | Reelect Maarten Muller to Supervisory Board | Mgmt | For | For | For |
| 7.c. | Announce Vacancies on the Supervisory Board Arising in 2027 | Mgmt | | | |
| 8.a. | Ratify KPMG Accountants NV as Auditors | Mgmt | For | For | For |
| 8.b. | Appoint KPMG as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 9. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 10.a. | Grant Board Authority to Issue Shares | Mgmt | For | For | For |
| 10.b. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 11. | Close Meeting | Mgmt | | | |

## VeriSign, Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** VRSN
**Record Date:** 04/01/2026 **Meeting Type:** Annual
**Primary Security ID:** 92343E102

**Shares Voted:** 1,038

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director D. James Bidzos | Mgmt | For | For | For |
| 1.2 | Elect Director Courtney D. Armstrong | Mgmt | For | For | For |
| 1.3 | Elect Director Yehuda Ari Buchalter | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Kathleen A. Cote | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## VeriSign, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.5 | Elect Director Matthew J. Desch | Mgmt | For | For | For |
| 1.6 | Elect Director Jamie S. Gorelick | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Debra W. McCann | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Verizon Communications Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** VZ

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 92343V104

**Shares Voted:** 22,962

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Shellye Archambeau | Mgmt | For | For | For |
| 1.2 | Elect Director Roxanne Austin | Mgmt | For | For | For |
| 1.3 | Elect Director Mark Bertolini | Mgmt | For | For | For |
| 1.4 | Elect Director Vittorio Colao | Mgmt | For | For | For |
| 1.5 | Elect Director Caroline Litchfield | Mgmt | For | For | For |
| 1.6 | Elect Director Jennifer Mann | Mgmt | For | For | For |
| 1.7 | Elect Director Laxman Narasimhan | Mgmt | For | For | For |
| 1.8 | Elect Director Daniel Schulman | Mgmt | For | For | For |
| 1.9 | Elect Director Carol Tome | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Verizon Communications Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Report on Board Oversight of Climate Change Issues | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations and supply chain with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.* | | | | |
| 6 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 7 | Report on Risks of Using ESG and DEI Metrics in Executive Compensation | SH | Against | Against | Against |

## Vonovia SE

**Meeting Date:** 05/21/2026 **Country:** Germany **Ticker:** VNA

**Record Date:** 05/14/2026 **Meeting Type:** Annual

**Primary Security ID:** D9581T100

**Shares Voted:** 9,450

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 1.25 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Statements for Fiscal Year 2026 and for the First Quarter of Fiscal Year 2027 | Mgmt | For | For | For |
| 5.2 | Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Approve Supervisory Board Remuneration Policy | Mgmt | For | For | For |
| 8.1 | Elect Anne-Marie Grossmann-Minkwitz to the Supervisory Board | Mgmt | For | For | For |

## Vonovia SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8.2 | Elect Juergen Fenk to the Supervisory Board | Mgmt | For | For | For |
| 9 | Amend Articles Re: Electronic Securities | Mgmt | For | For | For |
| 10 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 11 | Authorize Use of Financial Derivatives when Repurchasing Shares | Mgmt | For | For | For |
| 12 | Amend Articles Re: Quorum of Supervisory Board and Management Board Meetings | Mgmt | For | For | For |

## Waters Corporation

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** WAT

**Record Date:** 03/24/2026 **Meeting Type:** Annual

**Primary Security ID:** 941848103

**Shares Voted:** 1,711

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Flemming Ornskov | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Linda Baddour | Mgmt | For | For | For |
| 1.3 | Elect Director Udit Batra | Mgmt | For | For | For |
| 1.4 | Elect Director Daniel Brennan | Mgmt | For | For | For |
| 1.5 | Elect Director Richard Fearon | Mgmt | For | For | For |
| 1.6 | Elect Director Claire M. Fraser | Mgmt | For | For | For |
| 1.7 | Elect Director Pearl S. Huang | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Wei Jiang | Mgmt | For | For | For |
| 1.9 | Elect Director Heather Knight | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.10 | Elect Director Christopher A. Kuebler | Mgmt | For | For | For |

## Waters Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.11 | Elect Director Mark P. Vergnano | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.* | | | | |

## Welltower Inc.

**Meeting Date:** 05/21/2026 **Country:** USA **Ticker:** WELL

**Record Date:** 03/26/2026 **Meeting Type:** Annual

**Primary Security ID:** 95040Q104

**Shares Voted:** 4,409

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Kenneth J. Bacon | Mgmt | For | For | For |
| 1b | Elect Director Karen B. DeSalvo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Andrew Gundlach | Mgmt | For | For | For |
| 1d | Elect Director Dennis G. Lopez | Mgmt | For | For | For |
| 1e | Elect Director Shankh Mitra | Mgmt | For | For | For |
| 1f | Elect Director Ade J. Patton | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Sergio D. Rivera | Mgmt | For | For | For |
| 1h | Elect Director Johnese M. Spisso | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Kathryn M. Sullivan | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Welltower Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company made special front-loaded awards of extraordinary value to all NEOs, which are intended to cover all of their future compensation through 2035, aside from annual base salaries. The CEO's award, which the company values at a total of $789 million, locks in exceedingly high pay opportunities for the next decade, even on an annualized basis, and there are design concerns regarding that award, including that half lacks preset performance vesting criteria. There are also concerns regarding regular incentive pay for the year in review, including increasing payout opportunity without clear rationale, and modification to inflight PSU cycles to eliminate their time-vesting component, though the regular incentive programs are discontinued as of FY26.*

## Wendel SE

**Meeting Date:** 05/21/2026 **Country:** France **Ticker:** MF

**Record Date:** 05/13/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F98370103

**Shares Voted:** 132

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 5.10 per Share | Mgmt | For | For | For |
| 4 | Approve Transaction with Wendel-Participations SE | Mgmt | For | For | For |
| 5 | Reelect Franca Bertagnin Benetton as Supervisory Board Member | Mgmt | For | For | For |
| 6 | Reelect William D. Torchiana as Supervisory Board Member | Mgmt | For | For | For |
| 7 | Appoint Alain Missoffe as Censor | Mgmt | For | For | For |
| 8 | Approve Adjustments made to the 2025 Long-Term Remuneration Policy of Management Board Members | Mgmt | For | For | For |
| 9 | Approve Compensation Report | Mgmt | For | For | For |
| 10 | Approve Compensation of Laurent Mignon, Chairman of the Management Board | Mgmt | For | For | For |
| 11 | Approve Compensation of David Darmon, Management Board Member | Mgmt | For | For | For |

# Wendel SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Approve Compensation of Nicolas ver Hulst, Chairman of the Supervisory Board | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of Chairman of the Management Board | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of Management Board Members | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy of Supervisory Board Members | Mgmt | For | For | For |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 17 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 18 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-21 and 23-25 at 100 Percent of Issued Capital | Mgmt | For | For | For |
| 19 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital | Mgmt | For | For | For |
| 20 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital | Mgmt | For | For | For |
| 21 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 10 Percent of Issued Capital | Mgmt | For | For | For |
| 22 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19, 20 and 21 | Mgmt | For | For | For |
| 23 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 24 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers | Mgmt | For | For | For |
| 25 | Authorize Capitalization of Reserves of up to 50 Percent of Issued Capital for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |

## Wendel SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 26 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees and Employees of International Subsidiaries | Mgmt | For | For | For |
| 27 | Authorize up to 1.30 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 28 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Wolters Kluwer NV

**Meeting Date:** 05/21/2026 **Country:** Netherlands **Ticker:** WKL

**Record Date:** 04/23/2026 **Meeting Type:** Annual

**Primary Security ID:** N9643A197

**Shares Voted:** 1,904

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Receive Report of Executive Board (including Sustainability Statements) | Mgmt | | | |
| 2.b. | Discussion on Company's Corporate Governance Structure | Mgmt | | | |
| 2.c. | Receive Report of Supervisory Board | Mgmt | | | |
| 2.d. | Approve Remuneration Report | Mgmt | For | For | For |
| 3.a. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3.b. | Receive Explanation on Company's Dividend Policy | Mgmt | | | |
| 3.c. | Approve Dividends | Mgmt | For | For | For |
| 4.a. | Approve Discharge of Executive Board | Mgmt | For | For | For |
| 4.b. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 5.a. | Reelect Heleen Kersten to Supervisory Board | Mgmt | For | For | For |
| 5.b. | Elect Maarten de Vries to Supervisory Board | Mgmt | For | For | For |
| 6. | Amend Remuneration of the Supervisory Board | Mgmt | For | For | For |

## Wolters Kluwer NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.a. | Grant Board Authority to Issue Shares | Mgmt | For | For | For |
| 7.b. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 8. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 9. | Approve Cancellation of Shares | Mgmt | For | For | For |
| 10. | Amend Articles of Association | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed amendment would lower the voting threshold for the adoption of the executive board remuneration policy from 75 percent to a simple majority, thereby reducing a meaningful shareholder safeguard. Reducing this safeguard could weaken shareholder oversight of executive remuneration. The company's rationale for the proposed change is not considered compelling.* | | | | |
| 11. | Other Business (Non-Voting) | Mgmt | | | |
| 12. | Close Meeting | Mgmt | | | |

## Xior Student Housing NV

**Meeting Date:** 05/21/2026 **Country:** Belgium **Ticker:** XIOR

**Record Date:** 05/07/2026 **Meeting Type:** Annual

**Primary Security ID:** B9901Y104

**Shares Voted:** 361

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1.1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 1.2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 1.3 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 1.4 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.7680 per Share | Mgmt | For | For | For |
| 1.5 | Approve Remuneration Policy | Mgmt | For | For | For |
| 1.6 | Approve Remuneration Report | Mgmt | For | For | For |
| 1.7 | Elect Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Wouter De Maeseneire, Colette Dierick, and Conny Vandendriessche is warranted for lack of diversity on the board. The company has presented the election of directors as a single voting item, leaving shareholders with no option but to vote against all director nominees.* | | | | |
| 1.8 | Approve Increase in Remuneration of the Chairman of the Board of Directors | Mgmt | For | For | For |

## Xior Student Housing NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.9 | Approve Discharge of Directors | Mgmt | For | For | For |
| 1.10 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 2 | Approve Change-of-Control Clause Re: Financing Agreements | Mgmt | For | For | For |
| 3 | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |

## AIA Group Limited

**Meeting Date:** 05/22/2026 **Country:** Hong Kong **Ticker:** 1299

**Record Date:** 05/18/2026 **Meeting Type:** Annual

**Primary Security ID:** Y002A1105

**Shares Voted:** 95,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Elect Mark Edward Tucker as Director | Mgmt | For | For | For |
| 4 | Elect Shulamite N K Khoo as Director | Mgmt | For | For | For |
| 5 | Elect Ku Man as Director | Mgmt | For | For | For |
| 6 | Elect Mari Elka Pangestu as Director | Mgmt | For | For | For |
| 7 | Elect Ong Chong Tee as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Chong Tee Ong is warranted for lack of diversity on the board.* | | | | |
| 8 | Elect Nor Shamsiah Mohd Yunus as Director | Mgmt | For | For | For |
| 9 | Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 10A | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | For | For |
| 10B | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 11 | Adopt New Articles of Association | Mgmt | For | For | For |

## COSCO SHIPPING Ports Limited

**Meeting Date:** 05/22/2026 **Country:** Bermuda **Ticker:** 1199
**Record Date:** 05/18/2026 **Meeting Type:** Annual
**Primary Security ID:** G2442N104

**Shares Voted:** 114,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2a | Elect Zhu Tao as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Tao Zhu is warranted for lack of diversity on the board. A vote FOR the remaining nominee is warranted.* | | | | |
| 2b | Elect Gu Jinshan as Director | Mgmt | For | For | For |
| 2c | Elect Tam Kam Lan, Annie as Director | Mgmt | For | For | For |
| 3 | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 4 | Approve BDO Limited as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding the audit firm's conduct.* | | | | |
| 5 | Approve Increase in Authorized Share Capital | Mgmt | For | For | For |
| 6A | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 6B | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 6C | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |

## Diebold Nixdorf, Incorporated

**Meeting Date:** 05/22/2026 **Country:** USA **Ticker:** DBD
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 253651202

## Diebold Nixdorf, Incorporated

**Shares Voted:** 205

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Arthur F. Anton | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Patrick J. Byrne | Mgmt | For | For | For |
| 1c | Elect Director Matthew J. Espe | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Mark Gross | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Maura A. Markus | Mgmt | For | For | For |
| 1f | Elect Director Octavio Marquez | Mgmt | For | For | For |
| 1g | Elect Director David H. Naemura | Mgmt | For | For | For |
| 1h | Elect Director Colin J. Parris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Duerr AG

**Meeting Date:** 05/22/2026 **Country:** Germany **Ticker:** DUE

**Record Date:** 04/30/2026 **Meeting Type:** Annual

**Primary Security ID:** D23279108

**Shares Voted:** 536

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.80 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |

## Duerr AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.1 | Ratify Deloitte GmbH as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Statements for the Fiscal Year 2026 and the First Quarter of Fiscal Year 2027 | Mgmt | For | For | For |
| 5.2 | Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |

## Exosens SA

**Meeting Date:** 05/22/2026 **Country:** France **Ticker:** EXENS

**Record Date:** 05/14/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F33896105

**Shares Voted:** 232

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 0.30 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Reelect Michel Mariton as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Michel Mariton is warranted for lack of diversity on the board. A vote FOR Brigitte Geny is warranted.* | | | | |
| 6 | Reelect Brigitte Geny as Director | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of Jérôme Cerisier, CEO | Mgmt | For | For | For |
| 9 | Approve Compensation of Jérôme Cerisier, CEO | Mgmt | For | For | For |
| 10 | Approve Compensation Report | Mgmt | For | For | For |
| 11 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |

## Exosens SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Business | Mgmt | | | |
| 12 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 13 | Authorize up to 1.15 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 14 | Approve Issuance of Warrants (BSA) for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 25,000 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The exercise price could show a discount to the average market price. * The performance conditions are vague. * The performance period is not disclosed. * Grants of equity-based instruments to non-executives goes against recommended guidelines.* | | | | |
| 15 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 16 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 17 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Helvetia Baloise Holding Ltd.

**Meeting Date:** 05/22/2026 **Country:** Switzerland **Ticker:** HBAN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H3701P102

**Shares Voted:** 6,044

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Remuneration Report (Non-Binding) | Mgmt | For | For | For |
| 1.3 | Approve Non-Financial Report | Mgmt | For | For | For |
| 2 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of CHF 7.70 per Share | Mgmt | For | For | For |
| 4.1 | Amend Articles Re: Compensation of Board and Senior Management | Mgmt | For | For | For |

# Helvetia Baloise Holding Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.2 | Amend Articles of Association | Mgmt | For | For | For |
| 4.3 | Amend Articles Re: Place of Jurisdiction | Mgmt | For | For | For |
| 5.1.a | Reelect Thomas von Planta as Director and Board Chair | Mgmt | For | For | For |
| 5.1.b | Reelect Ivo Furrer as Director | Mgmt | For | For | For |
| 5.1.c | Reelect Rene Cotting as Director | Mgmt | For | For | For |
| 5.1.d | Reelect Beat Fellmann as Director | Mgmt | For | For | For |
| 5.1.e | Reelect Guido Fuerer as Director | Mgmt | For | For | For |
| 5.1.f | Reelect Luigi Lubelli as Director | Mgmt | For | For | For |
| 5.1.g | Reelect Christoph Maeder as Director | Mgmt | For | For | For |
| 5.1.h | Reelect Markus Neuhaus as Director | Mgmt | For | For | For |
| 5.1.i | Reelect Gabriela Payer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Yvonne Wicki Macus and Gabriela Payer is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5.1.j | Reelect Thomas Schmuckli as Director | Mgmt | For | For | For |
| 5.1.k | Reelect Vincent Vandendael as Director | Mgmt | For | For | For |
| 5.1.l | Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director | Mgmt | For | For | For |
| 5.1.m | Reelect Yvonne Wicki Macus as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Yvonne Wicki Macus and Gabriela Payer is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5.2.1 | Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Yvonne Wicki Macus and Gabriela Payer is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 5.2.2 | Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 5.2.3 | Reappoint Marie-Noelle Venturi-Zen-Ruffinen as Member of the Nomination and Compensation Committee | Mgmt | For | For | For |
| 5.2.4 | Reappoint Yvonne Wicki Macus as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Yvonne Wicki Macus and Gabriela Payer is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## Helvetia Baloise Holding Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.3 | Designate Walter Wagner as Independent Proxy | Mgmt | For | For | For |
| 5.4 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |
| 6.1 | Approve Remuneration of Directors in the Amount of CHF 4.9 Million | Mgmt | For | For | For |
| 6.2.1 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 11.9 Million for the Period from July 1, 2026 to June 30, 2027 | Mgmt | For | For | For |
| 6.2.2 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.1 Million for the Period from July 1, 2027 to Dec. 31, 2027 | Mgmt | For | For | For |
| 6.3.1 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.5 Million for Fiscal Yeah 2025 | Mgmt | For | For | For |
| 6.3.2 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 12.8 Million for Fiscal Year 2026 | Mgmt | For | For | For |
| 6.3.3 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 12.8 Million for Fiscal Year 2027 | Mgmt | For | For | For |
| 7 | Additional Voting Instructions - Shareholder Proposals (Voting) | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |
| 8 | Additional Voting Instructions - Board of Directors Proposals (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |

## HENSOLDT AG

**Meeting Date:** 05/22/2026 **Country:** Germany **Ticker:** HAG

**Record Date:** 04/30/2026 **Meeting Type:** Annual

**Primary Security ID:** D3R14P109

## HENSOLDT AG

**Shares Voted:** 2,232

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.55 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |
| 6.1 | Ratify KPMG AG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 6.2 | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |

## Lion Finance Group Plc

**Meeting Date:** 05/22/2026 **Country:** United Kingdom **Ticker:** BGEO

**Record Date:** 05/20/2026 **Meeting Type:** Annual

**Primary Security ID:** G0R1NA104

**Shares Voted:** 442

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Re-elect Mel Carvill as Director | Mgmt | For | For | For |
| 4 | Re-elect Archil Gachechiladze as Director | Mgmt | For | For | For |
| 5 | Re-elect Tamaz Georgadze as Director | Mgmt | For | For | For |
| 6 | Re-elect Maria Gordon as Director | Mgmt | For | For | For |
| 7 | Re-elect Karine Hirn as Director | Mgmt | For | For | For |
| 8 | Re-elect Veronique McCarroll as Director | Mgmt | For | For | For |
| 9 | Re-elect Andrew McIntyre as Director | Mgmt | For | For | For |

## Lion Finance Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Re-elect Mariam Megvinetukhutsesi as Director | Mgmt | For | For | For |
| 11 | Re-elect Cecil Quillen as Director | Mgmt | For | For | For |
| 12 | Elect Armen Orujyan as Director | Mgmt | For | For | For |
| 13 | Appoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## LONGi Green Energy Technology Co., Ltd.

**Meeting Date:** 05/22/2026 **Country:** China **Ticker:** 601012
**Record Date:** 05/15/2026 **Meeting Type:** Annual
**Primary Security ID:** Y9727F102

**Shares Voted:** 56,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Annual Report | Mgmt | For | For | For |
| 3 | Approve Profit Distribution | Mgmt | For | For | For |
| 4 | Approve Report of the Independent Directors | Mgmt | For | For | For |
| 5 | Approve to Appoint Auditor | Mgmt | For | For | For |
| 6 | Amend Remuneration Management System for Directors and Senior Management Members | Mgmt | For | For | For |

## LONGi Green Energy Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 8 | Approve Provision of Guarantees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee provision is disproportionate to the level of ownership in the guaranteed targets. The company has failed to provide valid justifications in the meeting circular.* | | | | |
| 9 | Amend Articles of Association | Mgmt | For | For | For |

## NARI Technology Co., Ltd.

**Meeting Date:** 05/22/2026 **Country:** China **Ticker:** 600406
**Record Date:** 05/15/2026 **Meeting Type:** Annual
**Primary Security ID:** Y6S99Q112

**Shares Voted:** 57,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Related Party Transaction | Mgmt | For | For | For |
| 3 | Approve Signing the Financial Business Service Agreement | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted since the proposed financial service agreement with the group finance company may expose the company to unnecessary risks.* | | | | |
| 4 | Approve Profit Distribution Plan and Interim Profit Distribution Plan | Mgmt | For | For | For |
| 5 | Approve to Appoint Financial and Internal Control Auditor | Mgmt | For | For | For |
| 6 | Approve to Formulate the Remuneration Management System for Directors and Senior Management Members | Mgmt | For | For | For |
| 7 | Approve Remuneration of Directors | Mgmt | For | For | For |

## SoftwareONE Holding AG

**Meeting Date:** 05/22/2026 **Country:** Switzerland **Ticker:** SWON
**Record Date:** **Meeting Type:** Annual
**Primary Security ID:** H5682F102

# SoftwareONE Holding AG

**Shares Voted:** 1,152

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report (Non-Binding) | Mgmt | For | For | For |
| 1.3 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The pay packages for the co-CEOs are not separately reported, as the former CFO was the highest paid executive in the past year. Though this approach is in line with legal requirements, the lack of (voluntary) transparency raises concern. * Gaps in the company's ex-post disclosure of variable pay outcomes remain, especially regarding applied LTI targets and the value of vested LTI awards for executives. * Certain of the ESG targets applied under the STI do not appear rigorous. * The treatment of variable awards for new and former executives is not disclosed. Moreover, while the board acknowledges low support on the prior vote and details certain actions taken in response, the disclosure issues noted above raise additional concern against this background.* | | | | |
| 2 | Approve Allocation of Income and Dividends of CHF 0.15 per Share from Foreign Capital Contribution Reserves | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1 | Reelect Rene Gilli as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Rene Rudolf Gilli, Andrea Sieber, and Rune Syversen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4.2 | Reelect Joerg Riboni as Director | Mgmt | For | For | For |
| 4.3 | Reelect Jens Rugseth as Director | Mgmt | For | For | For |
| 4.4 | Reelect Andrea Sieber as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Rene Rudolf Gilli, Andrea Sieber, and Rune Syversen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4.5 | Reelect Till Spillmann as Director | Mgmt | For | For | For |
| 4.6 | Reelect Daniel von Stockar as Director | Mgmt | For | For | For |
| 4.7 | Reelect Rune Syversen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Rene Rudolf Gilli, Andrea Sieber, and Rune Syversen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4.8 | Elect Barend Fruithof as Director | Mgmt | For | For | For |
| 5 | Reelect Till Spillmann as Board Chair | Mgmt | For | For | For |
| 6.1 | Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Rene Rudolf Gilli, Andrea Sieber, and Rune Syversen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## SoftwareONE Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.2 | Reappoint Rene Gilli as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Rene Rudolf Gilli, Andrea Sieber, and Rune Syversen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 6.3 | Reappoint Rune Syversen as Member of the Nomination and Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Rene Rudolf Gilli, Andrea Sieber, and Rune Syversen is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7 | Designate Keller AG as Independent Proxy | Mgmt | For | For | For |
| 8 | Ratify Ernst & Young AG as Auditors | Mgmt | For | For | For |
| 9.1 | Approve Remuneration of Directors in the Amount of CHF 1.9 Million | Mgmt | For | For | For |
| 9.2 | Approve Remuneration of Executive Committee in the Amount of CHF 8.3 Million | Mgmt | For | For | For |
| 9.3 | Approve Additional Integration Success Remuneration of Executive Committee in the Amount of CHF 6 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Aggregate compensation (ex-ante) (Item 9.2) A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. One-off award (ex-ante) (Item 9.3) A vote AGAINST this item is warranted because: * It is proposed to grant discretionary bonuses related to the integration of Crayon, which is not in line with market practice. * The quantum of the proposal is high, and the underlying share price hurdles for the PSUs are not disclosed, which does not enable shareholders to gauge the rigor of the award.* | | | | |
| 10 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## SoundHound AI, Inc.

**Meeting Date:** 05/22/2026 **Country:** USA **Ticker:** SOUN

**Record Date:** 03/30/2026 **Meeting Type:** Annual

**Primary Security ID:** 836100107

**Shares Voted:** 1,630

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Keyvan Mohajer | Mgmt | For | For | For |
| 1.2 | Elect Director James Hom | Mgmt | For | For | For |

## SoundHound AI, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Larry Marcus | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Audit Committee members Eric Ball, Lawrence (Larry) Marcus, and Diana Sroka given the persistence of material weaknesses in the company's internal controls over multiple years. WITHHOLD votes are further warranted for Governance Committee members Eric Ball and Lawrence (Larry) Marcus for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Compensation Committee members Eric Ball and Lawrence (Larry) Marcus due to an unmitigated pay-for-performance misalignment. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Diana Sroka | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Audit Committee members Eric Ball, Lawrence (Larry) Marcus, and Diana Sroka given the persistence of material weaknesses in the company's internal controls over multiple years.* | | | | |
| 1.5 | Elect Director Eric R. Ball | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Audit Committee members Eric Ball, Lawrence (Larry) Marcus, and Diana Sroka given the persistence of material weaknesses in the company's internal controls over multiple years. WITHHOLD votes are further warranted for Governance Committee members Eric Ball and Lawrence (Larry) Marcus for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Compensation Committee members Eric Ball and Lawrence (Larry) Marcus due to an unmitigated pay-for-performance misalignment. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## The Allstate Corporation

**Meeting Date:** 05/22/2026 **Country:** USA **Ticker:** ALL

**Record Date:** 03/23/2026 **Meeting Type:** Annual

**Primary Security ID:** 020002101

**Shares Voted:** 2,232

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Donald E. Brown | Mgmt | For | For | For |
| 1b | Elect Director Kermit R. Crawford | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Richard T. Hume | Mgmt | For | For | For |
| 1d | Elect Director Margaret M. Keane | Mgmt | For | For | For |
| 1e | Elect Director Siddharth N. (Bobby) Mehta | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Maria R. Morris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Jacques P. Perold | Mgmt | For | For | For |

## The Allstate Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Andrea Redmond | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Perry M. Traquina | Mgmt | For | For | For |
| 1j | Elect Director Monica J. Turner | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Thomas J. Wilson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Risks of Using ESG and DEI Metrics in Executive Compensation | SH | Against | Against | Against |

## Vienna Insurance Group AG

**Meeting Date:** 05/22/2026 **Country:** Austria **Ticker:** VIG

**Record Date:** 05/12/2026 **Meeting Type:** Annual

**Primary Security ID:** A9142L128

**Shares Voted:** 221

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 1.73 per Share | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: The level of disclosure regarding the assessment of individual targets and "strategic special targets" for 'specific remuneration' is underdeveloped compared to market practice. Special bonuses were granted to executives in the past year, which is not considered good market practice. The company's remuneration committee is majority non-independent. While pension arrangements are disclosed in the remuneration policy, the contributions made in FY 2025 are not disclosed; additionally, pension can amount to up to 40 percent of the base salary, which is considered very high in the context of European market practices. The report does not address the significant free float dissent on previous year's remuneration report.* | | | | |
| 4 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |

## Vienna Insurance Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Ratify KPMG Austria GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2027 | Mgmt | For | For | For |
| 7 | Approve Increase in Size of Supervisory Board to Fourteen Members | Mgmt | For | For | For |
| 8 | Approve Remuneration of Supervisory Board Members | Mgmt | For | For | For |

## Zimmer Biomet Holdings, Inc.

**Meeting Date:** 05/22/2026 **Country:** USA **Ticker:** ZBH

**Record Date:** 03/25/2026 **Meeting Type:** Annual

**Primary Security ID:** 98956P102

**Shares Voted:** 1,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Betsy J. Bernard | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Michael J. Farrell | Mgmt | For | For | For |
| 1c | Elect Director Robert A. Hagemann | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Arthur J. Higgins | Mgmt | For | For | For |
| 1e | Elect Director Maria Teresa (Tessa) Hilado | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Syed Jafry | Mgmt | For | For | For |
| 1g | Elect Director Sreelakshmi Kolli | Mgmt | For | For | For |
| 1h | Elect Director Devdatt (Dev) Kurdikar | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Louis A. Shapiro | Mgmt | For | For | For |
| 1j | Elect Director Ivan Tornos | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Zimmer Biomet Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.* | | | | |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Anker Innovations Technology Co., Ltd.

**Meeting Date:** 05/25/2026 **Country:** China **Ticker:** 300866
**Record Date:** 05/20/2026 **Meeting Type:** Special
**Primary Security ID:** Y01425100

**Shares Voted:** 5,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Change Business Scope and Amendment of Articles of Association | Mgmt | For | For | For |

## Wiwynn Corp.

**Meeting Date:** 05/25/2026 **Country:** Taiwan **Ticker:** 6669
**Record Date:** 03/26/2026 **Meeting Type:** Annual
**Primary Security ID:** Y9673D101

**Shares Voted:** 6,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 1.1 | Elect EMILY HONG as Non-Independent Director | Mgmt | For | For | For |
| 1.2 | Elect WILLIAM LIN as Non-Independent Director | Mgmt | For | For | For |
| 1.3 | Elect FRANK LIN, a Representative of WISTRON CORPORATION, as Non-Independent Director | Mgmt | For | For | For |

## Wiwynn Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Elect SYLVIA CHIOU, a Representative of WISTRON CORPORATION, as Non-Independent Director | Mgmt | For | For | For |
| 1.5 | Elect CHARLES KAU as Independent Director | Mgmt | For | For | For |
| 1.6 | Elect SIMON DZENG as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the independent director nominee under Item 1.6 is warranted because considered by the company as independent director, Simon Dzeng is a non-independent non-executive director under Social Advisory Services' classification.* | | | | |
| 1.7 | Elect JACLYN TSAI as Independent Director | Mgmt | For | For | For |
| 1.8 | Elect JIAN-JANG HUANG as Independent Director | Mgmt | For | For | For |
| 1.9 | Elect CHING-YI CHANG as Independent Director | Mgmt | For | For | For |
| 2 | Approve Amendments to Articles of Association | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed increase in authorized capital is considered too excessive.* | | | | |
| 3 | Approve Business Report and Financial Statements | Mgmt | For | For | For |
| 4 | Approve Plan on Profit Distribution | Mgmt | For | For | For |
| 5 | Approve the Issuance of New Shares by Capitalization of Profit | Mgmt | For | For | For |
| 6 | Approve Issuance of Restricted Stocks | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because there is lack of justification for rewarding employees of other companies at the company's expenses.* | | | | |
| 7 | Approve Issuance of New Common Shares for Cash to Sponsor the Issuance of GDR / for Cash Through Public Offering / for Cash Through Private Placement / for Cash to Sponsor the Issuance of GDR Through Private Placement | Mgmt | For | For | For |
| 8 | Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting | Mgmt | For | For | For |
| 9 | Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives | Mgmt | For | For | For |

# Ackermans & van Haaren NV

**Meeting Date:** 05/26/2026 **Country:** Belgium **Ticker:** ACKB

**Record Date:** 05/12/2026 **Meeting Type:** Annual

**Primary Security ID:** B01165156

**Shares Voted:** 104

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 3 | Approve Financial Statements and Dividends of EUR 4.60 per Share | Mgmt | For | For | For |
| 4.1 | Approve Discharge of Luc Bertrand as Director | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Sonali Chandmal as Director | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Marion Debruyne BV, Represented by Marion Debruyne, as Director | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Venatio BV, Represented by Bart Deckers, as Director | Mgmt | For | For | For |
| 4.5 | Approve Discharge of Jacques Delen as Director | Mgmt | For | For | For |
| 4.6 | Approve Discharge of Deborah Janssens as Director | Mgmt | For | For | For |
| 4.7 | Approve Discharge of Julien Pestiaux as Director | Mgmt | For | For | For |
| 4.8 | Approve Discharge of Thierry van Baren as Director | Mgmt | For | For | For |
| 4.9 | Approve Discharge of Frederic van Haaren as Director | Mgmt | For | For | For |
| 4.10 | Approve Discharge of De Lier BV, Represented by Frank van Lierde, as Director | Mgmt | For | For | For |
| 4.11 | Approve Discharge of Menlo Park BV, Represented by Victoria Vandeputte, as Director | Mgmt | For | For | For |
| 4.12 | Approve Discharge of Pierre Willaert as Director | Mgmt | For | For | For |
| 5 | Approve Discharge of Auditors | Mgmt | For | For | For |

## Ackermans & van Haaren NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.1 | Reelect Menlo Park BV, Permanently Represented by Victoria Vandeputte, as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Bart Deckers, Thierry van Baren, and Victoria Vandeputte is warranted for lack of diversity on the board. A vote AGAINST the election of Thierry van Baren is further warranted because the board is lacking sufficient independence among its members and the nominee is considered non-independent.* | | | | |
| 6.2 | Reelect Venatio BV, Permanently Represented by Bart Deckers, as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Bart Deckers, Thierry van Baren, and Victoria Vandeputte is warranted for lack of diversity on the board. A vote AGAINST the election of Thierry van Baren is further warranted because the board is lacking sufficient independence among its members and the nominee is considered non-independent.* | | | | |
| 6.3 | Reelect Thierry van Baren as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Bart Deckers, Thierry van Baren, and Victoria Vandeputte is warranted for lack of diversity on the board. A vote AGAINST the election of Thierry van Baren is further warranted because the board is lacking sufficient independence among its members and the nominee is considered non-independent.* | | | | |
| 7 | Approve Remuneration Report | Mgmt | For | For | For |

## Billerud AB

**Meeting Date:** 05/26/2026 **Country:** Sweden **Ticker:** BILL

**Record Date:** 05/18/2026 **Meeting Type:** Annual

**Primary Security ID:** W16021102

**Shares Voted:** 1,260

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 7 | Receive CEO's Report | Mgmt | | | |
| 8a | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8b | Receive Auditor's Report | Mgmt | | | |
| 9.(a) | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Billerud AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9.(b) | Approve Allocation of Income and Dividends of SEK 2.00 Per Share | Mgmt | For | For | For |
| 9c1 | Approve Discharge of Regi Aalstad | Mgmt | For | For | For |
| 9c2 | Approve Discharge of Andreas Blaschke | Mgmt | For | For | For |
| 9c3 | Approve Discharge of Florian Heiserer | Mgmt | For | For | For |
| 9c4 | Approve Discharge of Magnus Nicolin | Mgmt | For | For | For |
| 9c5 | Approve Discharge of Gunilla Saltin | Mgmt | For | For | For |
| 9c6 | Approve Discharge of Jan Svensson | Mgmt | For | For | For |
| 9c7 | Approve Discharge of Victoria Van Camp | Mgmt | For | For | For |
| 9c8 | Approve Discharge of Per Bertilsson | Mgmt | For | For | For |
| 9c9 | Approve Discharge of Nicklas Johansson | Mgmt | For | For | For |
| 9c10 | Approve Discharge of CEO Ivar Vatne | Mgmt | For | For | For |
| 10 | Approve Remuneration Report | Mgmt | For | For | For |
| 11 | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 12.1 | Approve Remuneration of Directors in the Amount of SEK 1.9 Million for Chair and SEK 645,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 12.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 13.a | Reelect Regi Aalstad as Director | Mgmt | For | For | For |
| 13.b | Reelect Andreas Blaschke as Director | Mgmt | For | For | For |
| 13.c | Reelect Florian Heiserer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR nominees Regi Aalstad, Andreas Blaschke, Gunilla Saltin, Ingrid Victoria Van Camp, and Bernd Eikens (Items 13.a, 13.b, 13.e, 13.f, and 13.g) is warranted due to a lack of concern regarding the suitability of these nominees. A vote FOR nominee Magnus Nicolin (Item 13.d) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the nominee as board chair under a separate election item (see Item 14). Audit Committee Chair A vote AGAINST nominee Florian Heiserer (Item 13.c) is warranted due to his position as a non-independent chair of the audit committee.* | | | | |
| 13.d | Reelect Magnus Nicolin as Director | Mgmt | For | For | For |
| 13.e | Reelect Gunilla Saltin as Director | Mgmt | For | For | For |

## Billerud AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13.f | Reelect Victoria Van Camp as Director | Mgmt | For | For | For |
| 13.g | Elect Bernd Eikens as New Director | Mgmt | For | For | For |
| 14 | Elect Magnus Nicolin as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual as chair of the board would make him overboarded, as he would then have three chairmanships in total.* | | | | |
| 15 | Ratify KPMG AB as Auditors | Mgmt | For | For | For |
| 16.a | Approve Performance Share Plan LTIP 2026 | Mgmt | For | For | For |
| 16.b | Approve Equity Plan Financing | Mgmt | For | For | For |
| 17 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 18 | Close Meeting | Mgmt | | | |

## Chailease Holding Co., Ltd.

**Meeting Date:** 05/26/2026 **Country:** Cayman Islands **Ticker:** 5871

**Record Date:** 03/27/2026 **Meeting Type:** Annual

**Primary Security ID:** G20288109

**Shares Voted:** 115,947

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Business Operations Report and Financial Statements | Mgmt | For | For | For |
| 2 | Approve Plan on Profit Distribution | Mgmt | For | For | For |
| 3 | Approve the Issuance of New Shares by Capitalization of Profit | Mgmt | For | For | For |
| 4 | Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting | Mgmt | For | For | For |
| 5 | Approve Plan to Raise Long-term Capital | Mgmt | For | For | For |
| 6 | Approve Amendments to Articles of Association | Mgmt | For | For | For |
| | ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |

# Chailease Holding Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.1 | Elect Andre J.L. Koo, a Representative of Chun An Investment Co., Ltd., with SHAREHOLDER NO.93771, as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the non-independent director Li Cheng Investment Co., Ltd. under Item 7.5 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of this representative. A vote AGAINST incumbent director nominees Fong-Long (Albert) Chen, Chih-Yang Chen, Hsiu-Tze Cheng, John-Lee Koo (Andre J.L.), Casey Tung, and Hong-Tzer Yang is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.2 | Elect Fong-Long Albert Chen, a Representative of Chun An Investment Co., Ltd., with SHAREHOLDER NO.93771, as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the non-independent director Li Cheng Investment Co., Ltd. under Item 7.5 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of this representative. A vote AGAINST incumbent director nominees Fong-Long (Albert) Chen, Chih-Yang Chen, Hsiu-Tze Cheng, John-Lee Koo (Andre J.L.), Casey Tung, and Hong-Tzer Yang is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.3 | Elect Hsiu Tze Cheng, a Representative of Chun An Technology Co., Ltd., with SHAREHOLDER NO.100317, as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the non-independent director Li Cheng Investment Co., Ltd. under Item 7.5 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of this representative. A vote AGAINST incumbent director nominees Fong-Long (Albert) Chen, Chih-Yang Chen, Hsiu-Tze Cheng, John-Lee Koo (Andre J.L.), Casey Tung, and Hong-Tzer Yang is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.4 | Elect Chih Yang, Chen, a Representative of Chun An Technology Co., Ltd., with SHAREHOLDER NO.100317, as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the non-independent director Li Cheng Investment Co., Ltd. under Item 7.5 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of this representative. A vote AGAINST incumbent director nominees Fong-Long (Albert) Chen, Chih-Yang Chen, Hsiu-Tze Cheng, John-Lee Koo (Andre J.L.), Casey Tung, and Hong-Tzer Yang is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.5 | Elect a Representative of Li Cheng Investment Co., Ltd., with SHAREHOLDER NO.104095 as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the non-independent director Li Cheng Investment Co., Ltd. under Item 7.5 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of this representative. A vote AGAINST incumbent director nominees Fong-Long (Albert) Chen, Chih-Yang Chen, Hsiu-Tze Cheng, John-Lee Koo (Andre J.L.), Casey Tung, and Hong-Tzer Yang is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## Chailease Holding Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.6 | Elect Casey K. Tung, with SHAREHOLDER NO.A100870XXX as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the non-independent director Li Cheng Investment Co., Ltd. under Item 7.5 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of this representative. A vote AGAINST incumbent director nominees Fong-Long (Albert) Chen, Chih-Yang Chen, Hsiu-Tze Cheng, John-Lee Koo (Andre J.L.), Casey Tung, and Hong-Tzer Yang is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.7 | Elect Hong Tzer Yang, with SHAREHOLDER NO.R122158XXX as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the non-independent director Li Cheng Investment Co., Ltd. under Item 7.5 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of this representative. A vote AGAINST incumbent director nominees Fong-Long (Albert) Chen, Chih-Yang Chen, Hsiu-Tze Cheng, John-Lee Koo (Andre J.L.), Casey Tung, and Hong-Tzer Yang is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.8 | Elect Sofia Shihyu Lin, with SHAREHOLDER NO.1974021XXX as Independent Director | Mgmt | For | For | For |
| 7.9 | Elect Douglas Anthony Chu, with SHAREHOLDER NO.1968022XXX as Independent Director | Mgmt | For | For | For |
| 8 | Approve Release of Restrictions of Competitive Activities of Andre J.L. Koo Authorized Representative of Chun An Investment Co., Ltd. | Mgmt | For | For | For |
| 9 | Approve Release of Restrictions of Competitive Activities of Fong-Long Albert Chen Authorized Representative of Chun An Investment Co., Ltd. | Mgmt | For | For | For |
| 10 | Approve Release of Restrictions of Competitive Activities of Hsiu Tze Cheng Authorized Representative of Chun An Technology Co., Ltd. | Mgmt | For | For | For |
| 11 | Approve Release of Restrictions of Competitive Activities of Hong Tzer Yang | Mgmt | For | For | For |

## Merck & Co., Inc.

**Meeting Date:** 05/26/2026 **Country:** USA **Ticker:** MRK

**Record Date:** 03/27/2026 **Meeting Type:** Annual

**Primary Security ID:** 58933Y105

## Merck & Co., Inc.

**Shares Voted:** 32,014

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Douglas M. Baker, Jr. | Mgmt | For | For | For |
| 1b | Elect Director Mary Ellen Coe | Mgmt | For | For | For |
| 1c | Elect Director Pamela J. Craig | Mgmt | For | For | For |
| 1d | Elect Director Robert M. Davis | Mgmt | For | For | For |
| 1e | Elect Director Thomas H. Glocer | Mgmt | For | For | For |
| 1f | Elect Director Surendralal L. Karsanbhai | Mgmt | For | For | For |
| 1g | Elect Director Risa J. Lavizzo-Mourey | Mgmt | For | For | For |
| 1h | Elect Director Stephen L. Mayo | Mgmt | For | For | For |
| 1i | Elect Director Paul B. Rothman | Mgmt | For | For | For |
| 1j | Elect Director Patricia F. Russo | Mgmt | For | For | For |
| 1k | Elect Director Christine E. Seidman | Mgmt | For | For | For |
| 1l | Elect Director Inge G. Thulin | Mgmt | For | For | For |
| 1m | Elect Director Kathy J. Warden | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Risks Associated with Race, Gender, or Identity-Based Recruitment | SH | Against | Against | Against |
| 5 | Report on Gender-Based Compensation and Health Benefit Inequities | SH | Against | Against | Against |
| 6 | Report on Political Contributions | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure at the requested cadence would allow shareholders to more comprehensively evaluate the company's political contributions and expenditures, and its management of related activities.*

## Trimble Inc.

**Meeting Date:** 05/26/2026 **Country:** USA **Ticker:** TRMB

**Record Date:** 03/30/2026 **Meeting Type:** Annual

**Primary Security ID:** 896239100

## Trimble Inc.

**Shares Voted:** 9,369

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Borje Ekholm | Mgmt | For | For | For |
| 1.2 | Elect Director Kaigham (Ken) Gabriel | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for audit committee members Kaigham (Ken) Gabriel, Mark Peek, Kara Sprague, and Thomas (Tom) Sweet given the persistence of material weaknesses in the company's internal controls over multiple years.* | | | | |
| 1.3 | Elect Director Meaghan Lloyd | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Ronald S. Nersesian | Mgmt | For | For | For |
| 1.5 | Elect Director Robert G. Painter | Mgmt | For | For | For |
| 1.6 | Elect Director Mark S. Peek | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for audit committee members Kaigham (Ken) Gabriel, Mark Peek, Kara Sprague, and Thomas (Tom) Sweet given the persistence of material weaknesses in the company's internal controls over multiple years. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Kara Sprague | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for audit committee members Kaigham (Ken) Gabriel, Mark Peek, Kara Sprague, and Thomas (Tom) Sweet given the persistence of material weaknesses in the company's internal controls over multiple years.* | | | | |
| 1.8 | Elect Director Thomas Sweet | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for audit committee members Kaigham (Ken) Gabriel, Mark Peek, Kara Sprague, and Thomas (Tom) Sweet given the persistence of material weaknesses in the company's internal controls over multiple years.* | | | | |
| 1.9 | Elect Director Johan Wibergh | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Zealand Pharma A/S

**Meeting Date:** 05/26/2026
**Country:** Denmark
**Ticker:** ZEAL
**Record Date:** 05/19/2026
**Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** K9898X127

## Zealand Pharma A/S

**Shares Voted:** 179

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Camilla Sylvest as New Director | Mgmt | For | For | For |
| 2 | Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities | Mgmt | For | For | For |

## AEON Co., Ltd.

**Meeting Date:** 05/27/2026 **Country:** Japan **Ticker:** 8267
**Record Date:** 02/28/2026 **Meeting Type:** Annual
**Primary Security ID:** J00288100

**Shares Voted:** 8,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Okada, Motoya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and a member of the nominating committee, and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Yoshida, Akio | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Tsuchiya, Mitsuko | Mgmt | For | For | For |
| 1.4 | Elect Director Tsukamoto, Takashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is an incumbent member of the nominating committee and there is a lack of diversity on the board; and * The board after this meeting will not be majority independent and this outside director nominee lacks independence.* | | | | |
| 1.5 | Elect Director Peter Child | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is an incumbent member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.6 | Elect Director Carrie Yu | Mgmt | For | For | For |
| 1.7 | Elect Director Hayashi, Makoto | Mgmt | For | For | For |
| 1.8 | Elect Director Richard Collasse | Mgmt | For | For | For |

## Baltic Classifieds Group Plc

**Meeting Date:** 05/27/2026 **Country:** United Kingdom **Ticker:** BCG
**Record Date:** 05/22/2026 **Meeting Type:** Special
**Primary Security ID:** G07167102

## Baltic Classifieds Group Plc

**Shares Voted:** 3,926

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

## Bodycote Plc

**Meeting Date:** 05/27/2026 **Country:** United Kingdom **Ticker:** BOY

**Record Date:** 05/22/2026 **Meeting Type:** Annual

**Primary Security ID:** G1214R111

**Shares Voted:** 1,483

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Elect Emmanuelle Dubu as Director | Mgmt | For | For | For |
| 4 | Re-elect Daniel Dayan as Director | Mgmt | For | For | For |
| 5 | Re-elect Lili Chahbazi as Director | Mgmt | For | For | For |
| 6 | Re-elect Kevin Boyd as Director | Mgmt | For | For | For |
| 7 | Re-elect Cynthia Gordon as Director | Mgmt | For | For | For |
| 8 | Re-elect Beatriz Garcia-Cos Muntanola as Director | Mgmt | For | For | For |
| 9 | Re-elect Jim Fairbairn as Director | Mgmt | For | For | For |
| 10 | Re-elect Ben Fidler as Director | Mgmt | For | For | For |
| 11 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 12 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 13 | Approve Remuneration Report | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |

## Bodycote Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 18 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 19 | Approve Long Term Incentive Plan | Mgmt | For | For | For |

## Budimex SA

**Meeting Date:** 05/27/2026 **Country:** Poland **Ticker:** BDX

**Record Date:** 05/11/2026 **Meeting Type:** Annual

**Primary Security ID:** X0788V103

**Shares Voted:** 1,647

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chair | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Elect Members of Vote Counting Commission | Mgmt | For | For | For |
| 5 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 6 | Receive Management Board Reports on Company's and Group's Operations and Standalone and Consolidated Financial Statements | Mgmt | | | |
| 7 | Receive Remuneration Report | Mgmt | | | |
| 8 | Receive Supervisory Board Report | Mgmt | | | |
| 9.1 | Approve Management Board Report on Company's and Group's Operations | Mgmt | For | For | For |
| 9.2 | Approve Financial Statements | Mgmt | For | For | For |
| 9.3 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 9.4 | Approve Allocation of Income and Dividends of PLN 32.42 per Share | Mgmt | For | For | For |
| 9.5a | Approve Discharge of Artur Popko (CEO) | Mgmt | For | For | For |
| 9.5b | Approve Discharge of Jacek Daniewski (Management Board Member) | Mgmt | For | For | For |

# Budimex SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9.5c | Approve Discharge of Marcin Weglowski (Management Board Member) | Mgmt | For | For | For |
| 9.5d | Approve Discharge of Anna Karys-Sosinska (Management Board Member) | Mgmt | For | For | For |
| 9.5e | Approve Discharge of Cezary Lysenko (Management Board Member) | Mgmt | For | For | For |
| 9.5f | Approve Discharge of Maciej Olek (Management Board Member) | Mgmt | For | For | For |
| 9.6 | Approve Co-Option of Jacek Socha as Supervisory Board Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominee Jacek Socha under Item 9.6 is warranted for lack of diversity on the board. A vote AGAINST the election of a supervisory board member under Item 9.10 is warranted because the nominee's name has not been disclosed in the draft resolution.* | | | | |
| 9.7 | Approve Supervisory Board Report | Mgmt | For | For | For |
| 9.8 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * The report fails to provide well-defined list of performance conditions, weights, thresholds, targets, levels of achievement of each target, as well as the corresponding payouts for the STI; * The company paid one-off awards to executives, without providing any compelling rationale; * The remuneration report does not contain information about weights, thresholds, and targets for the 2025 - 2027 LTIP; * Executives received awards in the framework of the incentive plan of the company's controlling shareholder.* | | | | |
| 9.9a | Approve Discharge of Danuta Dabrowska (Supervisory Board Member) | Mgmt | For | For | For |
| 9.9b | Approve Discharge of Marek Michalowski (Supervisory Board Member) | Mgmt | For | For | For |
| 9.9c | Approve Discharge of Juan Ignacio Gaston Najarro (Supervisory Board Member) | Mgmt | For | For | For |
| 9.9d | Approve Discharge of Igor Chalupec (Supervisory Board Member) | Mgmt | For | For | For |
| 9.9e | Approve Discharge of Artur Kucharski (Supervisory Board Member) | Mgmt | For | For | For |
| 9.9f | Approve Discharge of Ignacio Aitor Garcia Bilbao (Supervisory Board Member) | Mgmt | For | For | For |
| 9.9g | Approve Discharge of Mario Manuel Menendez Montoya (Supervisory Board Member) | Mgmt | For | For | For |
| 9.9h | Approve Discharge of Silvia Rodriguez Hueso (Supervisory Board Member) | Mgmt | For | For | For |
| 9.9i | Approve Discharge of Angel Luis Sanchez Gil (Supervisory Board Member) | Mgmt | For | For | For |

## Budimex SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9.9j | Approve Discharge of Janusz Dedo (Supervisory Board Member) | Mgmt | For | For | For |
| 9.10 | Elect Supervisory Board Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST nominee Jacek Socha under Item 9.6 is warranted for lack of diversity on the board. A vote AGAINST the election of a supervisory board member under Item 9.10 is warranted because the nominee's name has not been disclosed in the draft resolution.* | | | | |
| 10 | Close Meeting | Mgmt | | | |

## DexCom, Inc.

**Meeting Date:** 05/27/2026 **Country:** USA **Ticker:** DXCM

**Record Date:** 04/01/2026 **Meeting Type:** Annual

**Primary Security ID:** 252131107

**Shares Voted:** 4,119

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Steven Altman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Euan Ashley | Mgmt | For | For | For |
| 1.3 | Elect Director Nicholas Augustinos | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Richard Collins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Rimma Driscoll | Mgmt | For | For | For |
| 1.6 | Elect Director Mark Foletta | Mgmt | For | For | For |
| 1.7 | Elect Director Renee Gala | Mgmt | For | For | For |
| 1.8 | Elect Director Bridgette Heller | Mgmt | For | For | For |
| 1.9 | Elect Director Jacob Leach | Mgmt | For | For | For |
| 1.10 | Elect Director Kyle Malady | Mgmt | For | For | For |
| 1.11 | Elect Director Rick Osterloh | Mgmt | For | For | For |
| 1.12 | Elect Director Kevin Sayer | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

# Getlink SE

**Meeting Date:** 05/27/2026 **Country:** France **Ticker:** GET

**Record Date:** 05/19/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F4R053105

**Shares Voted:** 29,939

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of EUR 0.80 per Share | Mgmt | For | For | For |
| 3 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4 | Authorize Repurchase of Up to 5 Percent of Issued Share Capital | Mgmt | For | For | For |
| 5 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 6 | Reelect Jacques Gounon as Director | Mgmt | For | For | For |
| 7 | Reelect Elisabetta de Bernardi di Valserra as Director | Mgmt | For | For | For |
| 8 | Ratify Appointment of Andréa Mangoni as Director Following Resignation of Jean Mouton | Mgmt | For | For | For |
| 9 | Reelect Andréa Mangoni as Director | Mgmt | For | For | For |
| 10 | Reelect Brune Poirson as Director | Mgmt | For | For | For |
| 11 | Reelect Peter Ricketts as Director | Mgmt | For | For | For |
| 12 | Reelect Corinne Bach as Director | Mgmt | For | For | For |
| 13 | Reelect Bertrand Badré as Director | Mgmt | For | For | For |
| 14 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 15 | Approve Compensation of Yann Leriche, CEO | Mgmt | For | For | For |
| 16 | Approve Compensation of Jacques Gounon, Chairman of the Board | Mgmt | For | For | For |
| 17 | Approve Remuneration Policy of Corporate Officers | Mgmt | For | For | For |
| 18 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |

## Getlink SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 20 | Approve Remuneration of Directors in the Aggregate Amount of EUR 1,250,000 | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 21 | Authorize up to 390,000 Shares for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 22 | Authorize up to 600,000 Shares for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 24 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 25 | Amend Article 15 of Bylaws to Incorporate Legal Changes Re: Women on Boards | Mgmt | For | For | For |
| 26 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Hotai Motor Co., Ltd.

**Meeting Date:** 05/27/2026 **Country:** Taiwan **Ticker:** 2207

**Record Date:** 03/27/2026 **Meeting Type:** Annual

**Primary Security ID:** Y37225102

**Shares Voted:** 14,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Business Operations Report and Financial Statements | Mgmt | For | For | For |
| 2 | Approve Plan on Profit Distribution | Mgmt | For | For | For |
| 3 | Amend Procedures for Lending Funds to Other Parties | Mgmt | For | For | For |
| 4 | Approve Release of Restrictions of Competitive Activities of Directors | Mgmt | For | For | For |

# Legrand SA

**Meeting Date:** 05/27/2026 **Country:** France **Ticker:** LR
**Record Date:** 05/19/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** F56196185

**Shares Voted:** 2,357

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 2.38 per Share | Mgmt | For | For | For |
| 4 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 5 | Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board | Mgmt | For | For | For |
| 6 | Approve Compensation of Benoît Coquart, CEO | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy of Chairwoman of the Board | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 9 | Approve Remuneration of Directors in the Aggregate Amount of EUR 1,600,000 | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 11 | Reelect Benoît Coquart as Director | Mgmt | For | For | For |
| 12 | Reelect Isabelle Boccon-Gibod as Director | Mgmt | For | For | For |
| 13 | Reelect Valérie Chort as Director | Mgmt | For | For | For |
| 14 | Reelect Angeles Garcia-Poveda as Director | Mgmt | For | For | For |
| 15 | Reelect Clare Scherrer as Director | Mgmt | For | For | For |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 17 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |

## Legrand SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 18 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million | Mgmt | For | For | For |
| 19 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million | Mgmt | For | For | For |
| 20 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 100 Million | Mgmt | For | For | For |
| 21 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19 and 20 | Mgmt | For | For | For |
| 22 | Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 24 | Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 25 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million | Mgmt | For | For | For |
| 26 | Amend Article 9.2 of Bylaws Re: Procedures for Appointing Representative of Employees to the Board | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 27 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Meta Platforms, Inc.

**Meeting Date:** 05/27/2026 **Country:** USA **Ticker:** META

**Record Date:** 04/01/2026 **Meeting Type:** Annual

**Primary Security ID:** 30303M102

# Meta Platforms, Inc.

**Shares Voted:** 22,924

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Peggy Alford | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Compensation, Nominating and Governance Committee members Peggy Alford, John Elkann, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for incumbent Compensation, Nominating and Governance Committee members Peggy Alford, John Elkann, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to concerns regarding the executive pay program. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the Compensation, Nominating and Governance Committee due to consecutive years of high director pay without reasonable rationale disclosed. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Marc L. Andreessen | Mgmt | For | For | For |
| 1.3 | Elect Director John Arnold | Mgmt | For | For | For |
| 1.4 | Elect Director Patrick Collison | Mgmt | For | For | For |
| 1.5 | Elect Director John Elkann | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Compensation, Nominating and Governance Committee members Peggy Alford, John Elkann, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for incumbent Compensation, Nominating and Governance Committee members Peggy Alford, John Elkann, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to concerns regarding the executive pay program. A WITHHOLD vote is further warranted for John Elkann for serving on more than three public boards while serving as a CEO of an outside company, though some shareholders may consider Elkann's roles at Stellantis and Ferrari as "integral" to his duties as CEO of Exor. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Andrew W. Houston | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Compensation, Nominating and Governance Committee members Peggy Alford, John Elkann, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for incumbent Compensation, Nominating and Governance Committee members Peggy Alford, John Elkann, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to concerns regarding the executive pay program. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Nancy Killefer | Mgmt | For | For | For |
| 1.8 | Elect Director Robert M. Kimmitt | Mgmt | For | For | For |
| 1.9 | Elect Director Charles Songhurst | Mgmt | For | For | For |
| 1.10 | Elect Director Dana White | Mgmt | For | For | For |
| 1.11 | Elect Director Tony Xu | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Compensation, Nominating and Governance Committee members Peggy Alford, John Elkann, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for incumbent Compensation, Nominating and Governance Committee members Peggy Alford, John Elkann, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to concerns regarding the executive pay program. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

# Meta Platforms, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.12 | Elect Director Mark Zuckerberg | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. A WITHHOLD vote for incumbent chair Mark Zuckerberg is warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. WITHHOLD votes are warranted for incumbent Compensation, Nominating and Governance Committee members Peggy Alford, John Elkann, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Report on Risks of Improper Use of External Data to Develop AI Products | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The potential benefit of additional reporting appears prudent given that the company acknowledges that data privacy is a salient human rights priority and because there have been recurring related controversies and penalties involving the company. In addition, there appears to be an increased regulatory focus on data privacy and AI governance in many of the jurisdictions in which the company operates.* | | | | |
| 4 | Initiate Annual Vote on Executive Compensation | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR the proposal is warranted. An annual say-on-pay frequency would provide shareholders greater input on the company's executive compensation policies and practices.* | | | | |
| 5 | Approve Recapitalization Plan for all Stock to Have One-vote per Share | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.* | | | | |
| 6 | Disclosure of Voting Results Based on Class of Shares | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class basis to help facilitate improved board accountability at the company.* | | | | |
| 7 | Issue Report Assessing Company's Human Rights Due Diligence Processes | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure would help the shareholders assess the effectiveness of the company's human rights due diligence processes in preventing, identifying, and addressing content moderation issues in Conflict-Affected and High-Risk Areas (CAHRAs).* | | | | |
| 8 | Issue Report Addressing Antisemitism and Hate in Online Platforms | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure would help shareholders assess the effectiveness of the company's efforts in addressing the growing antisemitism and other forms of online hate on its platforms and services.* | | | | |
| 9 | Report on Impact of Data Center Expansions on Climate Commitments | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on how the company will meet its GHG emissions reduction commitments given rising energy demand would enable shareholders to assess the company s ability to meet its net zero emissions commitments.* | | | | |

## Meta Platforms, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Report on Integrating Child Safety Improvement Metrics into Executive Compensation Program | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating child safety improvement as a component of senior executive pay setting decision-making would serve to further incentivize executives to ensure that company's performance on environmental, social and governance related considerations, alongside financial factors, is appropriately aligned with management's interests, the company's stated commitments to sustainability, and long-term corporate strategy.* | | | | |
| 11 | Oversee and Report on Data Protection Impact Assessment on Generative AI Chatbots | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on data protection would provide shareholders the ability to evaluate how the company is managing risks associated with unethical or improper usage of external data in the development of the company's AI products.* | | | | |
| 12 | Report on Risks of Anti-American Discrimination from H-1B Visa Program Use | SH | Against | Against | Against |

## MTR Corporation Limited

**Meeting Date:** 05/27/2026 **Country:** Hong Kong **Ticker:** 66

**Record Date:** 05/19/2026 **Meeting Type:** Annual

**Primary Security ID:** Y6146T101

**Shares Voted:** 202,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3a | Elect Andrew Clifford Winawer Brandler as Director | Mgmt | For | For | For |
| 3b | Elect Bunny Chan Chung-bun as Director | Mgmt | For | For | For |
| 3c | Elect Sandy Wong Hang-yee as Director | Mgmt | For | For | For |
| 3d | Elect Anna Wong Wai-kwan as Director | Mgmt | For | For | For |
| 3e | Elect Jacob Kam Chak-pui as Director | Mgmt | For | For | For |
| 3f | Elect Jeny Yeung Mei-chun as Director | Mgmt | For | For | For |
| 4 | Elect Mary Huen Wai-yi as Director | Mgmt | For | For | For |
| 5 | Elect Michael Wong Yick-kam as Director | Mgmt | For | For | For |
| 6 | Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |

## MTR Corporation Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | For | For |
| 8 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 9 | Authorize Board to Offer a Scrip Dividend Alternative in Respect of Some or All of the Dividends Declared or Paid | Mgmt | For | For | For |

## Otis Worldwide Corporation

**Meeting Date:** 05/27/2026 **Country:** USA **Ticker:** OTIS

**Record Date:** 03/30/2026 **Meeting Type:** Annual

**Primary Security ID:** 68902V107

**Shares Voted:** 3,097

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Thomas A. Bartlett | Mgmt | For | For | For |
| 1b | Elect Director Jeffrey H. Black | Mgmt | For | For | For |
| 1c | Elect Director Jill C. Brannon | Mgmt | For | For | For |
| 1d | Elect Director Nelda J. Connors | Mgmt | For | For | For |
| 1e | Elect Director Kathy Hopinkah Hannan | Mgmt | For | For | For |
| 1f | Elect Director Christopher J. Kearney | Mgmt | For | For | For |
| 1g | Elect Director Judith F. Marks | Mgmt | For | For | For |
| 1h | Elect Director Margaret M. V. Preston | Mgmt | For | For | For |
| 1i | Elect Director Shelley Stewart, Jr. | Mgmt | For | For | For |
| 1j | Elect Director John H. Walker | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Political Contributions and Expenditures | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this proposal is warranted. The company's disclosures relating to its direct and indirect political contributions are limited. It is also unclear if the company's disclosed list of membership associations is comprehensive, and the company does not provide the amount of dues paid to each organization.*

# Societe Generale SA

**Meeting Date:** 05/27/2026 **Country:** France **Ticker:** GLE
**Record Date:** 05/19/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** F8591M517

**Shares Voted:** 7,271

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 1.61 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 6 | Approve Remuneration Policy of CEO and Vice-CEO | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 8 | Approve Remuneration of Directors in the Aggregate Amount of EUR 2,250,000 | Mgmt | For | For | For |
| 9 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 10 | Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board | Mgmt | For | For | For |
| 11 | Approve Compensation of Slawomir Krupa, CEO | Mgmt | For | For | For |
| 12 | Approve Compensation of Pierre Palmieri, Vice-CEO | Mgmt | For | For | For |
| 13 | Approve the Aggregate Remuneration Granted in 2025 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory) | Mgmt | For | For | For |
| 14 | Ratify Appointment of Laura Barlow as Director and Renewal of Mandate | Mgmt | For | For | For |
| 15 | Elect Dame Clara Furse as Director Following End of Mandate of Lorenzo Bini Smaghi | Mgmt | For | For | For |
| 16 | Reelect Jérôme Contamine as Director | Mgmt | For | For | For |

# Societe Generale SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Reelect Diane Côté as Director | Mgmt | For | For | For |
| 18 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 19 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value up to Aggregate Nominal Amount of EUR 310,086,147.93 | Mgmt | For | For | For |
| 20 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 93,965,499.37 | Mgmt | For | For | For |
| 21 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 22 | Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 24 | Authorize up to 1.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Regulated Persons | Mgmt | For | For | For |
| 25 | Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 26 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 27 | Amend Article 7 of Bylaws Re: Specify that Initial Mandate of Co-opted Director Shall Expire at General Meeting Ratifying Co-optation | Mgmt | For | For | For |
| 28 | Amend Article 7 of Bylaws to Incorporate Legal Changes (Women on Boards) Re: Procedures for Appointing Representative of Employee Shareholders to the Board | Mgmt | For | For | For |

## Societe Generale SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 29 | Amend Article 13 of Bylaws of Bylaws to Incorporate Legal Changes (CRD VI) Re: Cumulative Mandates | Mgmt | For | For | For |
| 30 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## STMicroelectronics NV

**Meeting Date:** 05/27/2026 **Country:** Netherlands **Ticker:** STMMI

**Record Date:** 04/29/2026 **Meeting Type:** Annual

**Primary Security ID:** N83574108

**Shares Voted:** 3,014

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Receive Report of Management Board (Non-Voting) | Mgmt | | | |
| 2. | Discussion on Company's Corporate Governance Structure | Mgmt | | | |
| 3. | Receive Report of Supervisory Board (Non-Voting) | Mgmt | | | |
| 4. | Approve Remuneration Report | Mgmt | For | For | For |
| 5. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 6. | Approve Dividends | Mgmt | For | For | For |
| 7. | Approve Discharge of Management Board | Mgmt | For | For | For |
| 8. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 9. | Approve Grant of Stock-Based Portion of the Compensation of the President and CEO to Jean-Marc Chery | Mgmt | For | For | For |
| 10. | Approve Grant of Stock-Based Portion of the Compensation of the President and CFO to Lorenzo Grandi | Mgmt | For | For | For |
| 11. | Reelect Frederic Sanchez to Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Frederic Sanchez is warranted for lack of diversity on the board.* | | | | |
| 12. | Authorize Repurchase of Shares | Mgmt | For | For | For |

## STMicroelectronics NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13. | Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights | Mgmt | For | For | For |
| 14. | Allow Questions | Mgmt | | | |

## Taiwan High Speed Rail Corp.

**Meeting Date:** 05/27/2026 **Country:** Taiwan **Ticker:** 2633

**Record Date:** 03/27/2026 **Meeting Type:** Annual

**Primary Security ID:** Y8421F103

**Shares Voted:** 226,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Business Report and Financial Statements | Mgmt | For | For | For |
| 2 | Approve Plan on Profit Distribution | Mgmt | For | For | For |
| 3 | Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets | Mgmt | For | For | For |
| | ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 4.1 | Elect Che Shih, a Representative of China Aviation Development Foundation, with SHAREHOLDER NO.51400, as Non-independent Director | Mgmt | For | For | For |
| 4.2 | Elect Cheng-Chung Young, a Representative of Ministry of Transportation and Communications, R.O.C., with SHAREHOLDER NO.92268, as Non-independent Director | Mgmt | For | For | For |
| 4.3 | Elect Kung-Yeun Jeng, a Representative of Ministry of Transportation and Communications, R.O.C., with SHAREHOLDER NO.92268, as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Kung-Yeun (James) Jeng, Pai-Ta Shih, and Duei Tsai is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4.4 | Elect Hsiang-Sheng Lin, a Representative of China Aviation Development Foundation, with SHAREHOLDER NO.51400, as Non-independent Director | Mgmt | For | For | For |

# Taiwan High Speed Rail Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.5 | Elect Tien-Ying Lee, a Representative of China Aviation Development Foundation, with SHAREHOLDER NO.51400, as Non-independent Director | Mgmt | For | For | For |
| 4.6 | Elect Wei-Cheng Hsieh, a Representative of China Aviation Development Foundation, with SHAREHOLDER NO.51400, as Non-independent Director | Mgmt | For | For | For |
| 4.7 | Elect Chien-Chih Hwang, a Representative of China Steel Corporation, with SHAREHOLDER NO.43831, as Non-independent Director | Mgmt | For | For | For |
| 4.8 | Elect Ming-Chang Wu, a Representative of Taiwan Sugar Corporation, with SHAREHOLDER NO.5762, as Non-independent Director | Mgmt | For | For | For |
| 4.9 | Elect Chao-Neng Chang, a Representative of Management Committee of National Development Fund, Executive Yuan, with SHAREHOLDER NO.38578, as Non-independent Director | Mgmt | For | For | For |
| 4.10 | Elect Ming-Shieh Li, a Representative of TECO Electric AND Machinery Co., Ltd., with SHAREHOLDER NO.11, as Non-independent Director | Mgmt | For | For | For |
| 4.11 | Elect Yu-Fen Lin, with SHAREHOLDER NO.U220415XXX as Independent Director | Mgmt | For | For | For |
| 4.12 | Elect Duei Tsai, with SHAREHOLDER NO.L100933XXX as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Kung-Yeun (James) Jeng, Pai-Ta Shih, and Duei Tsai is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4.13 | Elect Yih-Ray Hwang, with SHAREHOLDER NO.L120634XXX as Independent Director | Mgmt | For | For | For |
| 4.14 | Elect Pai-Ta Shih, with SHAREHOLDER NO.U120155XXX as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Kung-Yeun (James) Jeng, Pai-Ta Shih, and Duei Tsai is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## Taiwan High Speed Rail Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.15 | Elect Yung-Cheng (Rex) Lai, with SHAREHOLDER NO.M121529XXX as Independent Director | Mgmt | For | For | For |
| 5 | Approve Removal of Non-Competition Restriction Against the Corporation's 11th Board of Directors | Mgmt | For | For | For |

## Yageo Corp.

**Meeting Date:** 05/27/2026 **Country:** Taiwan **Ticker:** 2327
**Record Date:** 03/27/2026 **Meeting Type:** Annual
**Primary Security ID:** Y9723R100

**Shares Voted:** 20,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Financial Statements | Mgmt | For | For | For |
| 2 | Approve Amendments to Articles of Association | Mgmt | For | For | For |
| 3 | Approve Issuance of Restricted Stocks | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because there is limited disclosure of the performance hurdles to be applied.* | | | | |
| 4 | Amend Procedures Governing the Acquisition or Disposal of Assets | Mgmt | For | For | For |

## Adyen NV

**Meeting Date:** 05/28/2026 **Country:** Netherlands **Ticker:** ADYEN
**Record Date:** 04/30/2026 **Meeting Type:** Annual
**Primary Security ID:** N3501V104

**Shares Voted:** 84

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Receive Annual Report (Non-Voting) | Mgmt | | | |
| 2.b. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2.c. | Approve Remuneration Report | Mgmt | For | For | For |

## Adyen NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.d. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 3.a. | Approve Discharge of Management Board | Mgmt | For | For | For |
| 3.b. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 4. | Amend Remuneration of the Supervisory Board | Mgmt | For | For | For |
| 5.a. | Reelect Pieter Van Der Does to Management Board | Mgmt | For | For | For |
| 5.b. | Reelect Roelant Prins to Management Board | Mgmt | For | For | For |
| 6.a. | Elect Herna Verhagen to Supervisory Board | Mgmt | For | For | For |
| 7.a. | Grant Board Authority to Issue Shares | Mgmt | For | For | For |
| 7.b. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 7.c. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 7.d. | Approve Cancellation of Shares | Mgmt | For | For | For |
| 8.a. | Reappoint PWC as Auditors for the Financial Year 2026 | Mgmt | For | For | For |
| 8.b. | Reappoint PWC as Auditor for Sustainability Reporting for the Financial Year 2026 | Mgmt | For | For | For |
| 8.c. | Appoint EY as Auditors for the Financial Year 2027 | Mgmt | For | For | For |
| 8.d. | Appoint EY as Auditor for Sustainability Reporting for the Financial Year 2027 | Mgmt | For | For | For |
| 9 | Close Meeting | Mgmt | | | |

## Axon Enterprise, Inc.

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** AXON
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** 05464C101

**Shares Voted:** 950

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1A | Elect Director Erika Ayers Badan | Mgmt | For | For | For |
| 1B | Elect Director Adriane Brown | Mgmt | For | For | For |

## Axon Enterprise, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1C | Elect Director Michael Garnreiter | Mgmt | For | For | For |
| 1D | Elect Director Caitlin Kalinowski | Mgmt | For | For | For |
| 1E | Elect Director Todd Morgenfeld | Mgmt | For | For | For |
| 1F | Elect Director Hadi Partovi | Mgmt | For | For | For |
| 1G | Elect Director Graham Smith | Mgmt | For | For | For |
| 1H | Elect Director Patrick Smith | Mgmt | For | For | For |
| 1I | Elect Director Jeri Williams | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Bank Polska Kasa Opieki SA

**Meeting Date:** 05/28/2026 **Country:** Poland **Ticker:** PEO

**Record Date:** 05/12/2026 **Meeting Type:** Annual

**Primary Security ID:** X0R77T117

**Shares Voted:** 3,722

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Management Proposals | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chair | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Receive Management Board Report on Company's and Group's Operations | Mgmt | | | |
| 6 | Receive Financial Statements | Mgmt | | | |
| 7 | Receive Consolidated Financial Statements | Mgmt | | | |
| 8 | Receive Management Board Proposal on Allocation of Income | Mgmt | | | |
| 9 | Receive Supervisory Board Reports | Mgmt | | | |
| 10.1 | Approve Management Board Report on Company's and Group's Operations | Mgmt | For | For | For |

# Bank Polska Kasa Opieki SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10.2 | Approve Financial Statements | Mgmt | For | For | For |
| 10.3 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 10.4 | Approve Allocation of Income and Dividends of PLN 19.77 per Share | Mgmt | For | For | For |
| 10.5 | Approve Supervisory Board Report | Mgmt | For | For | For |
| 10.6a | Approve Individual Suitability of Bogdan Benczak (Supervisory Board Chair) | Mgmt | For | For | For |
| 10.6b | Approve Individual Suitability of Artur Nowak-Far (Supervisory Board Deputy Chair) | Mgmt | For | For | For |
| 10.6c | Approve Individual Suitability of Magdalena Dziewguc (Supervisory Board Secretary) | Mgmt | For | For | For |
| 10.6d | Approve Individual Suitability of Krzysztof Czeszejko-Sochacki (Supervisory Board Member) | Mgmt | For | For | For |
| 10.6e | Approve Individual Suitability of Diana Debowczyk (Supervisory Board Member) | Mgmt | For | For | For |
| 10.6f | Approve Individual Suitability of Jacek Niescior (Supervisory Board Member) | Mgmt | For | For | For |
| 10.6g | Approve Individual Suitability of Witold Walkowiak (Supervisory Board Member) | Mgmt | For | For | For |
| 10.6h | Approve Individual Suitability of Mariusz Jaszczyk (Supervisory Board Member) | Mgmt | For | For | For |
| 106i | Approve Collective Suitability of Supervisory Board Members | Mgmt | For | For | For |
| 10.7a | Approve Discharge of Cezary Stypulkowski (CEO) | Mgmt | For | For | For |
| 10.7b | Approve Discharge of Dagmara Wojnar (Deputy CEO) | Mgmt | For | For | For |
| 10.7c | Approve Discharge of Robert Sochacki (Deputy CEO) | Mgmt | For | For | For |
| 10.7d | Approve Discharge of Blazej Szczecki (Deputy CEO) | Mgmt | For | For | For |
| 10.7e | Approve Discharge of Marcin Gadomski (Deputy CEO) | Mgmt | For | For | For |
| 10.7f | Approve Discharge of Marcin Zygmanowski (Deputy CEO) | Mgmt | For | For | For |
| 10.7g | Approve Discharge of Michal Panowicz (Deputy CEO) | Mgmt | For | For | For |

# Bank Polska Kasa Opieki SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10.7h | Approve Discharge of Lukasz Januszewski (Deputy CEO) | Mgmt | For | For | For |
| 10.8a | Approve Discharge of Artur Olech (Supervisory Board Chair) | Mgmt | For | For | For |
| 10.8b | Approve Discharge of Bartosz Grzeskowiak (Supervisory Board Deputy Chair) | Mgmt | For | For | For |
| 10.8c | Approve Discharge of Artur Nowak-Far (Supervisory Board Deputy Chair) | Mgmt | For | For | For |
| 10.8d | Approve Discharge of Jacek Niescior (Supervisory Board Member) | Mgmt | For | For | For |
| 10.8e | Approve Discharge of Krzysztof Czeszejko-Sochacki (Supervisory Board Member) | Mgmt | For | For | For |
| 10.8f | Approve Discharge of Radoslaw Niedzielski (Supervisory Board Member) | Mgmt | For | For | For |
| 10.8g | Approve Discharge of Witold Walkowiak (Supervisory Board Member) | Mgmt | For | For | For |
| 10.8h | Approve Discharge of Magdalena Dziewguc (Supervisory Board Member) | Mgmt | For | For | For |
| 10.8i | Approve Discharge of Andrzej Klesyk (Supervisory Board Member) | Mgmt | For | For | For |
| 10.8j | Approve Discharge of Mariusz Jaszczyk (Supervisory Board Member) | Mgmt | For | For | For |
| 10.8k | Approve Discharge of Bogdan Benczak (Supervisory Board Member) | Mgmt | For | For | For |
| 10.8l | Approve Discharge of Diana Debowczyk (Supervisory Board Member) | Mgmt | For | For | For |
| 11 | Approve Supervisory Board Report on Assessment of Remuneration Policy | Mgmt | For | For | For |
| 12 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: - The company fails to disclose a compelling rationale behind the significant (+10%) increases in the fixed remuneration of two management board members; - The report lacks information on the details of performance metrics, as well as their thresholds, targets, and levels of achievement for the cash and phantom stock awards; - The STIP is paid out on a lagging basis. The remuneration report does not provide information regarding the conditions of STIP granted for fiscal year 2025.* | | | | |
| 13 | Approve Assessment of Adequacy of Regulations on Supervisory Board | Mgmt | For | For | For |

## Bank Polska Kasa Opieki SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Receive Supervisory Board Report on Company's Compliance with Corporate Governance Principles for Supervised Institutions | Mgmt | | | |
| 15.1 | Amend Statute Re: Corporate Purpose; Authorize Supervisory Board to Approve Consolidated Text of Statute | Mgmt | For | For | For |
| 15.2 | Amend Statute Re: Corporate Purpose; Authorize Supervisory Board to Approve Consolidated Text of Statute | Mgmt | For | For | For |
| 15.3 | Amend Statute Re: Corporate Purpose; Authorize Supervisory Board to Approve Consolidated Text of Statute | Mgmt | For | For | For |
| 15.4 | Amend Statute; Authorize Supervisory Board to Approve Consolidated Text of Statute | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by PZU SA | Mgmt | | | |
| 16.1 | Recall Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: - The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; and - The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 16.2 | Elect Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: - The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; and - The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 17 | Approve Collective Suitability Assessment of Supervisory Board Members | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: - The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; and - The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| | Management Proposals | Mgmt | | | |
| 18 | Close Meeting | Mgmt | | | |

## Benchmark Electronics, Inc.

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** BHE

**Record Date:** 04/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 08160H101

## Benchmark Electronics, Inc.

**Shares Voted:** 204

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director David W. Scheible | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Douglas M. Britt | Mgmt | For | For | For |
| 1.3 | Elect Director Glynis A. Bryan | Mgmt | For | For | For |
| 1.4 | Elect Director Anne De Greef-Safft | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Kenneth T. Lamneck | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director David A. Moezidis | Mgmt | For | For | For |
| 1.7 | Elect Director Michael D. Slessor | Mgmt | For | For | For |
| 1.8 | Elect Director Charles M. Swoboda | Mgmt | For | For | For |
| 1.9 | Elect Director Lynn A. Wentworth | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 32.10 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## BioArctic AB

**Meeting Date:** 05/28/2026 **Country:** Sweden **Ticker:** BIOA.B

**Record Date:** 05/20/2026 **Meeting Type:** Annual

**Primary Security ID:** W2R76M102

**Shares Voted:** 396

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting; Elect Chair of Meeting | Mgmt | For | For | For |

# BioArctic AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 3 | Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Receive CEO's Report | Mgmt | | | |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8b | Approve Allocation of Income and Dividends of SEK 2 Per Share | Mgmt | For | For | For |
| 8c1 | Approve Discharge of Eugen Steiner | Mgmt | For | For | For |
| 8c2 | Approve Discharge of Par Gellerfors | Mgmt | For | For | For |
| 8c3 | Approve Discharge of Lars Lannfelt | Mgmt | For | For | For |
| 8c4 | Approve Discharge of Lotta Ljungqvist | Mgmt | For | For | For |
| 8c5 | Approve Discharge of Mikael Smedeby | Mgmt | For | For | For |
| 8c6 | Approve Discharge of Cecilia Edstrom | Mgmt | For | For | For |
| 8c7 | Approve Discharge of Anna-Lena Engvall | Mgmt | For | For | For |
| 8c8 | Approve Discharge of CEO Gunilla Osswald | Mgmt | For | For | For |
| 9 | Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 10 | Approve Remuneration of Directors in the Amount of SEK 875,000 for Chair and SEK 315,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors | Mgmt | For | For | For |
| 11a | Reelect Eugen Steiner as Director | Mgmt | For | For | For |
| 11b | Reelect Lars Lannfelt as Director | Mgmt | For | For | For |
| 11c | Reelect Lotta Ljungqvist as Director | Mgmt | For | For | For |

## BioArctic AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11d | Reelect Mikael Smedeby as Director | Mgmt | For | For | For |
| 11e | Reelect Cecilia Edstrom as Director | Mgmt | For | For | For |
| 11f | Reelect Anna-Lena Engwall as Director | Mgmt | For | For | For |
| 11g | Elect Philip Scheltens as New Director | Mgmt | For | For | For |
| 11h | Elect Linda Nilsson as New Director | Mgmt | For | For | For |
| 11i | Reelect Eugen Steiner as Board Chair | Mgmt | For | For | For |
| 12 | Ratify PricewaterhouseCoopers as Auditor | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the auditor is being replaced without explanation.* | | | | |
| 13 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because of the poor disclosures surrounding the company's STIP, the extraordinary bonus awarded to the CEO without compelling rationale, and the excessive increase in base salary without a rationale.* | | | | |
| 14 | Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights | Mgmt | For | For | For |
| 15a | Approve Performance Share Plan for Key Employees | Mgmt | For | For | For |
| 15b | Approve Equity Plan Financing | Mgmt | For | For | For |
| 16 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the company's milestone-based reward program does not have any explicit cap. Further concerns are noted with the capped discretionary mandate.* | | | | |
| 17 | Close Meeting | Mgmt | | | |

## Camurus AB

**Meeting Date:** 05/28/2026 **Country:** Sweden **Ticker:** CAMX
**Record Date:** 05/20/2026 **Meeting Type:** Annual
**Primary Security ID:** W1970K104

**Shares Voted:** 181

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chair of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |

# Camurus AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Designate Inspector of Minutes of Meeting | Mgmt | | | |
| 5 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 6 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 7 | Receive CEO's Report | Mgmt | | | |
| 8a | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8b | Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management | Mgmt | | | |
| 9a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9b | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 9c1 | Approve Discharge of Per Olof Wallstrom | Mgmt | For | For | For |
| 9c2 | Approve Discharge of Hege Hellstrom | Mgmt | For | For | For |
| 9c3 | Approve Discharge of Jakob Lindberg | Mgmt | For | For | For |
| 9c4 | Approve Discharge of Stefan Persson | Mgmt | For | For | For |
| 9c5 | Approve Discharge of Elisabeth Bjork | Mgmt | For | For | For |
| 9c6 | Approve Discharge of Erika Soderberg Johnsson | Mgmt | For | For | For |
| 9c7 | Approve Discharge of Fredrik Tiberg | Mgmt | For | For | For |
| 9c8 | Approve Discharge of Robert McQuade | Mgmt | For | For | For |
| 9c9 | Approve Discharge of CEO Fredrik Tiberg | Mgmt | For | For | For |
| 10.1 | Determine Number of Members (8) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 10.2 | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 11.1 | Approve Remuneration of Directors in the Amount of SEK 960,000 for Chair and SEK 410,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 11.2 | Approve Remuneration of Auditor | Mgmt | For | For | For |
| 12.1a | Reelect Elisabeth Bjork as Director | Mgmt | For | For | For |

## Camurus AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12.1b | Reelect Hege Hellstrom as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Per-Olof Wallstrom is warranted for lack of diversity on the board. A vote AGAINST nominee Hege Hellstrom is warranted due to her being considered overboarded. A vote FOR the remaining nominees is warranted.* | | | | |
| 12.1c | Reelect Jakob Lindberg as Director | Mgmt | For | For | For |
| 12.1d | Reelect Robert McQuade as Director | Mgmt | For | For | For |
| 12.1e | Reelect Stefan Persson as Director | Mgmt | For | For | For |
| 12.1f | Reelect Erika Soderberg Johnsson as Director | Mgmt | For | For | For |
| 12.1g | Reelect Fredrik Tiberg as Director | Mgmt | For | For | For |
| 12.1h | Reelect Per Olof Wallstrom as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Per-Olof Wallstrom is warranted for lack of diversity on the board. A vote AGAINST nominee Hege Hellstrom is warranted due to her being considered overboarded. A vote FOR the remaining nominees is warranted.* | | | | |
| 12.1i | Reelect Per Olof Wallstrom as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted Per Olof Wallstrom's nomination to the board is not supported.* | | | | |
| 12.2 | Ratify PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |
| 13 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because of the overall poor disclosure of the annual bonus and the consecutive and above-market increases in the CEO's base salary without a supporting rationale.* | | | | |
| 14 | Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights | Mgmt | For | For | For |
| 15 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 16A | Approve Performance Share Plan 2026/2029 for Key Employees | Mgmt | For | For | For |
| 16B1 | Approve Equity Plan Financing Through Issuance of Class C Shares; Repurchase of Class C Shares and Transfer of Shares to Participants | Mgmt | For | For | For |
| 16B2 | Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party | Mgmt | For | For | For |
| 17 | Close Meeting | Mgmt | | | |

# Coca-Cola Europacific Partners plc

**Meeting Date:** 05/28/2026 **Country:** United Kingdom **Ticker:** CCEP
**Record Date:** 05/26/2026 **Meeting Type:** Annual
**Primary Security ID:** G25839104

**Shares Voted:** 1,475

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Policy | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Elect Laurence Debroux as Director | Mgmt | For | For | For |
| 5 | Elect Uvashni Raman as Director | Mgmt | For | For | For |
| 6 | Re-elect Robert Appleby as Director | Mgmt | For | For | For |
| 7 | Re-elect Manolo Arroyo as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Soledad (Sol) Daurella Comadran, Mary Harris, Manuel (Manolo) Arroyo Prieto, Nicolas Mirzayantz and Lord Mark Price are warranted for lack of diversity on the board. Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge are warranted because potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Votes FOR the remaining nominees are warranted.* | | | | |
| 8 | Re-elect John Bryant as Director | Mgmt | For | For | For |
| 9 | Re-elect Jose Ignacio Comenge as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Soledad (Sol) Daurella Comadran, Mary Harris, Manuel (Manolo) Arroyo Prieto, Nicolas Mirzayantz and Lord Mark Price are warranted for lack of diversity on the board. Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge are warranted because potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Votes FOR the remaining nominees are warranted.* | | | | |
| 10 | Re-elect Sol Daurella as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Soledad (Sol) Daurella Comadran, Mary Harris, Manuel (Manolo) Arroyo Prieto, Nicolas Mirzayantz and Lord Mark Price are warranted for lack of diversity on the board. Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge are warranted because potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Votes FOR the remaining nominees are warranted.* | | | | |
| 11 | Re-elect Damian Gammell as Director | Mgmt | For | For | For |
| 12 | Re-elect Nathalie Gaveau as Director | Mgmt | For | For | For |
| 13 | Re-elect Alvaro Gomez-Trenor Aguilar as Director | Mgmt | For | For | For |

# Coca-Cola Europacific Partners plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Re-elect Mary Harris as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Soledad (Sol) Daurella Comadran, Mary Harris, Manuel (Manolo) Arroyo Prieto, Nicolas Mirzayantz and Lord Mark Price are warranted for lack of diversity on the board. Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge are warranted because potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Votes FOR the remaining nominees are warranted.* | | | | |
| 15 | Re-elect Alfonso Libano Daurella as Director | Mgmt | For | For | For |
| 16 | Re-elect Nicolas Mirzayantz as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Soledad (Sol) Daurella Comadran, Mary Harris, Manuel (Manolo) Arroyo Prieto, Nicolas Mirzayantz and Lord Mark Price are warranted for lack of diversity on the board. Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge are warranted because potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Votes FOR the remaining nominees are warranted.* | | | | |
| 17 | Re-elect Mark Price as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST incumbent nomination committee members Soledad (Sol) Daurella Comadran, Mary Harris, Manuel (Manolo) Arroyo Prieto, Nicolas Mirzayantz and Lord Mark Price are warranted for lack of diversity on the board. Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge are warranted because potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Votes FOR the remaining nominees are warranted.* | | | | |
| 18 | Re-elect Nancy Quan as Director | Mgmt | For | For | For |
| 19 | Re-elect Mario Rotllant Sola as Director | Mgmt | For | For | For |
| 20 | Re-elect Dessi Temperley as Director | Mgmt | For | For | For |
| 21 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 22 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 23 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 24 | Authorise Issue of Equity | Mgmt | For | For | For |
| 25 | Approve Waiver of Rule 9 of the Takeover Code | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is considered warranted considering the following: * Significant shareholder dissent at the 2025 AGM (c.40% abstentions and c.15% votes cast against); * Evidence of creeping control during the year under review; and * The absence of any clear commitment from the Company or the concert party to mitigate this risk.* | | | | |
| 26 | Amend Long Term Incentive Plan | Mgmt | For | For | For |
| 27 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 28 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |

## Coca-Cola Europacific Partners plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 29 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 30 | Authorise Off-Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 31 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Delta Electronics, Inc.

**Meeting Date:** 05/28/2026 **Country:** Taiwan **Ticker:** 2308
**Record Date:** 03/27/2026 **Meeting Type:** Annual
**Primary Security ID:** Y20263102

**Shares Voted:** 30,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Business Report and Financial Statements | Mgmt | For | For | For |
| 2 | Approve Plan on Profit Distribution | Mgmt | For | For | For |
| 3 | Approve Release of Restrictions of Competitive Activities of Directors | Mgmt | For | For | For |

## Deutsche Bank AG

**Meeting Date:** 05/28/2026 **Country:** Germany **Ticker:** DBK
**Record Date:** 05/22/2026 **Meeting Type:** Annual
**Primary Security ID:** D18190898

**Shares Voted:** 22,615

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 1.00 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2025 | Mgmt | For | For | For |

# Deutsche Bank AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.3 | Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Management Board Member Marcus Chromik (from May 1, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.5 | Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.6 | Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.7 | Approve Discharge of Management Board Member Laura Padovani for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.8 | Approve Discharge of Management Board Member Claudio de Sanctis for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.9 | Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.10 | Approve Discharge of Management Board Member Stefan Simon (until April 30, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.11 | Approve Discharge of Management Board Member Olivier Vigneron (until May 19, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.1 | Approve Discharge of Supervisory Board Member Alexander Wynaendts for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Supervisory Board Member Frank Schulze for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Supervisory Board Member Susanne Bleidt for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.5 | Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2025 | Mgmt | For | For | For |

# Deutsche Bank AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.6 | Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.7 | Approve Discharge of Supervisory Board Member Manja Eifert for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.8 | Approve Discharge of Supervisory Board Member Claudia Fieber for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.9 | Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.10 | Approve Discharge of Supervisory Board Member Florian Haggenmiller for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.11 | Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.12 | Approve Discharge of Supervisory Board Member Klaus Moosmayer (from May 22, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.13 | Approve Discharge of Supervisory Board Member Kirsty Roth (from May 22, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.14 | Approve Discharge of Supervisory Board Member Gerlinde Siebert for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.15 | Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.16 | Approve Discharge of Supervisory Board Member Stephan Szukalski for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.17 | Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.18 | Approve Discharge of Supervisory Board Member Juergen Toegel for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.19 | Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2025 | Mgmt | For | For | For |

## Deutsche Bank AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.20 | Approve Discharge of Supervisory Board Member Dagmar Valcarcel (until May 22, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.21 | Approve Discharge of Supervisory Board Member Theodor Weimer (until May 22, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.22 | Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 8 | Authorize Use of Financial Derivatives when Repurchasing Shares | Mgmt | For | For | For |
| 9.1 | Reelect Alexander Wynaendts to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Alexander (Alex) Wynaendts is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 9.2 | Reelect Yngve Slyngstad to the Supervisory Board | Mgmt | For | For | For |
| 9.3 | Elect Carsten Oswald Knobel to the Supervisory Board | Mgmt | For | For | For |
| 10 | Approve Supervisory Board Remuneration Policy | Mgmt | For | For | For |

## D'Ieteren Group

**Meeting Date:** 05/28/2026 **Country:** Belgium **Ticker:** DIE

**Record Date:** 05/14/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** B49343187

**Shares Voted:** 2,684

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual and Extraordinary Shareholders' Meeting | Mgmt | | | |
| | Annual Meeting Agenda | Mgmt | | | |

# D'Ieteren Group

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Directors' and Auditors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.00 per Share | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because the proposed remuneration is below par in relation to market standards, particularly with regard to disclosure under both the STIP and the LTIP as well as the exit arrangements of the former CIO. Finally, the company did not address last year's shareholders' dissent on the remuneration report and policy vote.* | | | | |
| 4 | Approve Changes to the Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to the overall lack of disclosure under both the STI and LTI. Furthermore, the board is granted significant discretion to award one-off or exceptional grants, which is coupled with a derogation clause that is quite general in nature* | | | | |
| 5 | Approve Remuneration of the Vice-Chairman of the Board of Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose any rationale for the proposed increase in annual fees for the vice chairman of the board of directors.* | | | | |
| 6.1 | Approve Discharge of Directors | Mgmt | For | For | For |
| 6.2 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 7 | Reelect Diligencia Consult SRL, Represented by Diane Govaerts, as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Diane Govaerts is warranted for lack of diversity on the board.* | | | | |
| 8 | Ratify KPMG, Represented by Gregory Gonzalez and Tanguy Legein, as Auditors of the Company and for Sustainability Reporting and Approve Auditors' Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the auditor has been engaged for more than 10 years without disclosure on a public tender.* | | | | |
| 9 | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |
| | Extraordinary Shareholders' Meeting Agenda | Mgmt | | | |
| 1 | Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * this authority can be used as antitakeover mechanism. As owners of the company, shareholders should be given the opportunity to decide on the merits of takeover offers.* | | | | |

## D'Ieteren Group

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Coordination of Articles of Association | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted since approval of this item would allow the company to file any required documents or formalities in relation to the implementation of the approved resolutions under Item 1 which does not warrant shareholder support.* | | | | |
| 3 | Authorize Implementation of Approved Resolutions | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted since approval of this item would allow the company to file any required documents or formalities in relation to the implementation of the approved resolutions under Items 1, and 2, which does not warrant shareholder support.* | | | | |

## Dycom Industries Inc.

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** DY
**Record Date:** 04/01/2026 **Meeting Type:** Annual
**Primary Security ID:** 267475101

**Shares Voted:** 325

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Philip R. Gallagher | Mgmt | For | For | For |
| 1b | Elect Director Stephen O. LeClair | Mgmt | For | For | For |
| 1c | Elect Director Peter T. Pruitt, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Raejeanne Skillern | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Freshworks Inc.

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** FRSH
**Record Date:** 04/01/2026 **Meeting Type:** Annual
**Primary Security ID:** 358054104

**Shares Voted:** 948

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Roxanne S. Austin | Mgmt | For | Withhold | Withhold |

## Freshworks Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Roxanne Austin and Sameer Gandhi given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Sameer Gandhi | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Roxanne Austin and Sameer Gandhi given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Frank Pelzer | Mgmt | For | For | For |
| 1.4 | Elect Director Dennis Woodside | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the annual STI was strongly performance based, concerns are raised regarding the structure of the long-term incentive program. Specifically, a majority of the FY25 LTI mix lacks performance criteria or an extended vesting/holding time horizon. Concerns are also raised regarding the structure of PRSUs, which measure performance over a single annual period.* | | | | |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Gartner, Inc.

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** IT

**Record Date:** 04/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 366651107

**Shares Voted:** 1,013

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Peter E. Bisson | Mgmt | For | For | For |
| 1b | Elect Director Edward P. Bousa | Mgmt | For | For | For |
| 1c | Elect Director Richard J. Bressler | Mgmt | For | For | For |
| 1d | Elect Director Raul E. Cesan | Mgmt | For | For | For |
| 1e | Elect Director Karen E. Dykstra | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Diana S. Ferguson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Gartner, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director Anne Sutherland Fuchs | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director William O. Grabe | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Jose M. Gutierrez | Mgmt | For | For | For |
| 1j | Elect Director Eugene A. Hall | Mgmt | For | For | For |
| 1k | Elect Director Stephen G. Pagliuca | Mgmt | For | For | For |
| 1l | Elect Director Daniela L. Rus | Mgmt | For | For | For |
| 1m | Elect Director Eileen M. Serra | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Glencore Plc

**Meeting Date:** 05/28/2026 **Country:** Jersey **Ticker:** GLEN

**Record Date:** 05/26/2026 **Meeting Type:** Annual

**Primary Security ID:** G39420107

**Shares Voted:** 41,783

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Reduction of Capital Contribution Reserves | Mgmt | For | For | For |
| 3 | Re-elect Kalidas Madhavpeddi as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. * A vote AGAINST incumbent chair Kalidas Madhavpeddi is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Wallington, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Votes FOR the remaining nominees are warranted.* | | | | |
| 4 | Re-elect Gary Nagle as Director | Mgmt | For | For | For |
| 5 | Re-elect Martin Gilbert as Director | Mgmt | For | For | For |
| 6 | Re-elect Gill Marcus as Director | Mgmt | For | For | For |

## Glencore Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Re-elect Cynthia Carroll as Director | Mgmt | For | For | For |
| 8 | Re-elect Liz Hewitt as Director | Mgmt | For | For | For |
| 9 | Re-elect John Wallington as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. * A vote AGAINST incumbent chair Kalidas Madhavpeddi is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Wallington, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Votes FOR the remaining nominees are warranted.* | | | | |
| 10 | Re-elect Maria Margarita Zuleta as Director | Mgmt | For | For | For |
| 11 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 12 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 13 | Approve Remuneration Report | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Market Purchase of Shares on the SIX Swiss Exchange | Mgmt | For | For | For |
| 17 | Approve Buyback Contract Entered into Between the Company and UBS AG and Authorise Off-Market Purchase of Shares | Mgmt | For | For | For |

## Impinj, Inc.

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** PI
**Record Date:** 04/08/2026 **Meeting Type:** Annual
**Primary Security ID:** 453204109

**Shares Voted:** 119

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Chris Diorio | Mgmt | For | For | For |
| 1b | Elect Director Daniel Gibson | Mgmt | For | For | For |
| 1c | Elect Director Umesh Padval | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Impinj, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Steve Sanghi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Meera Rao | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Arthur Valdez, Jr. | Mgmt | For | For | For |
| 1g | Elect Director Miron Washington | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

## Kingdee International Software Group Company Limited

**Meeting Date:** 05/28/2026 **Country:** Cayman Islands **Ticker:** 268

**Record Date:** 05/21/2026 **Meeting Type:** Annual

**Primary Security ID:** G52568147

**Shares Voted:** 330,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2A | Elect Lin Bo as Director | Mgmt | For | For | For |
| 2B | Elect Katherine Rong Xin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Lianming Bo and Rong (Katherine) Xin is warranted for lack of diversity on the board. A vote FOR Lin Bo is warranted.* | | | | |
| 2C | Elect Bo Lian Ming as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Lianming Bo and Rong (Katherine) Xin is warranted for lack of diversity on the board. A vote FOR Lin Bo is warranted.* | | | | |
| 3 | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 4 | Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding the audit firm's conduct.* | | | | |
| 5A | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | For | For |

## Kingdee International Software Group Company Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5B | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 6 | Adopt New Amended and Restated Articles of Association | Mgmt | For | For | For |

## KION GROUP AG

**Meeting Date:** 05/28/2026 **Country:** Germany **Ticker:** KGX
**Record Date:** 05/06/2026 **Meeting Type:** Annual
**Primary Security ID:** D4S14D103

**Shares Voted:** 331

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.62 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify KPMG AG as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Appoint KPMG AG as Auditor for Sustainability Reporting Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Approve Supervisory Board Remuneration Policy | Mgmt | For | For | For |
| 8.1 | Elect Zhao Jin to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the non-independent nominees, Zhao Jin and Decheng (David) Wang, are warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director, Ralf Krieger, is warranted due to a lack of further concerns.* | | | | |
| 8.2 | Elect Ralf Krieger to the Supervisory Board | Mgmt | For | For | For |
| 8.3 | Elect Decheng Wang to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the non-independent nominees, Zhao Jin and Decheng (David) Wang, are warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director, Ralf Krieger, is warranted due to a lack of further concerns.* | | | | |

## Life360, Inc.

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** LIF
**Record Date:** 04/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 532206109

**Shares Voted:** 330

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Lauren Antonoff | Mgmt | For | For | For |
| 1b | Elect Director Mark Goines | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a Governance Committee chair on the ballot, WITHHOLD votes are warranted for Governance Committee member Mark Goines given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Alex Haro | Mgmt | For | For | For |
| 1d | Elect Director Randi Zuckerberg | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Novanta Inc.

**Meeting Date:** 05/28/2026 **Country:** Canada **Ticker:** NOVT
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** 67000B104

**Shares Voted:** 194

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1A | Elect Director Lonny J. Carpenter | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1B | Elect Director Matthew T. Farrell | Mgmt | For | For | For |
| 1C | Elect Director Matthijs Glastra | Mgmt | For | For | For |
| 1D | Elect Director R. Matthew Johnson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1E | Elect Director Mary Katherine Ladone | Mgmt | For | For | For |

## Novanta Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1F | Elect Director Maxine L. Mauricio | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1G | Elect Director Thomas N. Secor | Mgmt | For | For | For |
| 1H | Elect Director Darlene J.S. Solomon | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1I | Elect Director Frank A. Wilson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Ondas Inc.

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** ONDS

**Record Date:** 04/09/2026 **Meeting Type:** Annual

**Primary Security ID:** 68236H204

**Shares Voted:** 8,443

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Eric A. Brock | Mgmt | For | For | For |
| 1.2 | Elect Director Richard M. Cohen | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Randall P. Seidl | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Jaspreet (Jas) Sood | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify BDO USA, P.C. as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Increase Authorized Common Stock | Mgmt | For | For | For |

## Ondas Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The three-year average burn rate is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.* | | | | |

## Prudential Plc

**Meeting Date:** 05/28/2026 **Country:** United Kingdom **Ticker:** PRU

**Record Date:** 05/26/2026 **Meeting Type:** Annual

**Primary Security ID:** G72899100

**Shares Voted:** 9,811

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Elect Sir Douglas Flint as Director | Mgmt | For | For | For |
| 5 | Elect Guido Furer as Director | Mgmt | For | For | For |
| 6 | Re-elect Anil Wadhwani as Director | Mgmt | For | For | For |
| 7 | Re-elect Jeremy Anderson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jeremy Anderson, Sock Koong Chua, Ming Lu and George Sartorel is warranted for lack of diversity on the board.* | | | | |
| 8 | Re-elect Arijit Basu as Director | Mgmt | For | For | For |
| 9 | Re-elect Chua Sock Koong as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jeremy Anderson, Sock Koong Chua, Ming Lu and George Sartorel is warranted for lack of diversity on the board.* | | | | |
| 10 | Re-elect Ming Lu as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jeremy Anderson, Sock Koong Chua, Ming Lu and George Sartorel is warranted for lack of diversity on the board.* | | | | |
| 11 | Re-elect George Sartorel as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Jeremy Anderson, Sock Koong Chua, Ming Lu and George Sartorel is warranted for lack of diversity on the board.* | | | | |
| 12 | Re-elect Mark Saunders as Director | Mgmt | For | For | For |
| 13 | Re-elect Claudia Dyckerhoff as Director | Mgmt | For | For | For |
| 14 | Re-elect Jeanette Wong as Director | Mgmt | For | For | For |

## Prudential Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity to Include Repurchased Shares | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Roblox Corporation

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** RBLX

**Record Date:** 04/01/2026 **Meeting Type:** Annual

**Primary Security ID:** 771049103

**Shares Voted:** 5,518

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director David Baszucki | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees David Baszucki and Gregory (Greg) Baszucki given the board's failure to remove, or subject to a reasonable sunset requirement, the problematic capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for David Baszucki as his ownership of the supervoting shares provide him with voting power control of the company. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Gregory Baszucki | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees David Baszucki and Gregory (Greg) Baszucki given the board's failure to remove, or subject to a reasonable sunset requirement, the problematic capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Dennis Durkin | Mgmt | For | For | For |

## Roblox Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. While a majority of CEO pay is in performance-conditioned equity with a multi-year performance period, significant concerns are noted regarding non-CEO NEO pay. A majority of annual grants were in time-vesting equity without a sufficiently long-term time horizon, and no forward-looking goals were disclosed. Additionally, the new CFO received a sizeable sign-on award which lacked pre-set performance criteria, which was significantly larger than the total pay for peer median CEOs.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Salesforce, Inc.

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** CRM

**Record Date:** 04/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 79466L302

**Shares Voted:** 13,646

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Marc Benioff | Mgmt | For | For | For |
| 1b | Elect Director Laura Alber | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Amy Chang | Mgmt | For | For | For |
| 1d | Elect Director Craig Conway | Mgmt | For | For | For |
| 1e | Elect Director Arnold Donald | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Parker Harris | Mgmt | For | For | For |
| 1g | Elect Director David B. Kirk | Mgmt | For | For | For |
| 1h | Elect Director Neelie Kroes | Mgmt | For | For | For |
| 1i | Elect Director Sachin Mehra | Mgmt | For | For | For |
| 1j | Elect Director G. Mason Morfit | Mgmt | For | For | For |
| 1k | Elect Director Oscar Munoz | Mgmt | For | For | For |
| 1l | Elect Director John V. Roos | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1m | Elect Director Robin Washington | Mgmt | For | For | For |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan cost is excessive - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting* | | | | |

## Salesforce, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.* | | | | |
| 6 | Provide for Cumulative Voting | SH | Against | Against | Against |

## SPS Commerce, Inc.

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** SPSC
**Record Date:** 03/30/2026 **Meeting Type:** Annual
**Primary Security ID:** 78463M107

**Shares Voted:** 169

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Fumbi Chima | Mgmt | For | For | For |
| 1b | Elect Director Chad Collins | Mgmt | For | For | For |
| 1c | Elect Director Razat Gaurav | Mgmt | For | For | For |
| 1d | Elect Director Michael McConnell | Mgmt | For | For | For |
| 1e | Elect Director Mark Partin | Mgmt | For | For | For |
| 1f | Elect Director Marty Reaume | Mgmt | For | For | For |
| 1g | Elect Director Tami Reller | Mgmt | For | For | For |
| 1h | Elect Director Philip Soran | Mgmt | For | For | For |
| 1i | Elect Director Anne Sempowski Ward | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## TECO Electric & Machinery Co., Ltd.

**Meeting Date:** 05/28/2026 **Country:** Taiwan **Ticker:** 1504
**Record Date:** 03/27/2026 **Meeting Type:** Annual
**Primary Security ID:** Y8563V106

## TECO Electric & Machinery Co., Ltd.

**Shares Voted:** 16,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Business Report and Financial Statements | Mgmt | For | For | For |
| 2 | Approve Profit Distribution | Mgmt | For | For | For |

## Teva Pharmaceutical Industries Limited

**Meeting Date:** 05/28/2026 **Country:** Israel **Ticker:** TEVA
**Record Date:** 04/06/2026 **Meeting Type:** Annual
**Primary Security ID:** M8769Q102

**Shares Voted:** 5,886

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for ADR Holders | Mgmt | | | |
| 1 | Elect Director Sol J. Barer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Kesselman & Kesselman as Auditors | Mgmt | For | For | For |

## Toho Co., Ltd.

**Meeting Date:** 05/28/2026 **Country:** Japan **Ticker:** 9602
**Record Date:** 02/28/2026 **Meeting Type:** Annual
**Primary Security ID:** J84764117

**Shares Voted:** 400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 67.5 | Mgmt | For | For | For |
| 2.1 | Elect Director Matsuoka, Hiroyasu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Tako, Nobuyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## Toho Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.3 | Elect Director Ichikawa, Minami | Mgmt | For | For | For |
| 2.4 | Elect Director Ota, Keiji | Mgmt | For | For | For |
| 2.5 | Elect Director Shimada, Yasuo | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Ogata, Eiichi | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Ando, Satoshi | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Okoshi, Izumi | Mgmt | For | For | For |
| 4 | Elect Alternate Director and Audit Committee Member Ota, Taizo | Mgmt | For | For | For |

## WESCO International, Inc.

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** WCC

**Record Date:** 03/30/2026 **Meeting Type:** Annual

**Primary Security ID:** 95082P105

**Shares Voted:** 567

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director John J. Engel | Mgmt | For | For | For |
| 1.2 | Elect Director Glynis A. Bryan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Michael L. Carter | Mgmt | For | For | For |
| 1.4 | Elect Director Anne M. Cooney | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Matthew J. Espe | Mgmt | For | For | For |
| 1.6 | Elect Director Sundaram "Naga" Nagarajan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director James L. Singleton | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## WESCO International, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.8 | Elect Director Easwaran Sundaram | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Laura K. Thompson | Mgmt | For | For | For |
| 1.10 | Elect Director David C. Wajsgras | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 26.89 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

## Workiva Inc.

**Meeting Date:** 05/28/2026 **Country:** USA **Ticker:** WK

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** 98139A105

**Shares Voted:** 270

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Michael M. Crow | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for governance committee member Michael Crow given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director R. Scott Herren | Mgmt | For | For | For |
| 1.3 | Elect Director Julie Iskow | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.* | | | | |
| 4 | Ratify Ernst & Young LLP as Auditors *Withdrawn Resolution* | Mgmt | | | |

# Advantech Co., Ltd.

**Meeting Date:** 05/29/2026 **Country:** Taiwan **Ticker:** 2395
**Record Date:** 03/30/2026 **Meeting Type:** Annual
**Primary Security ID:** Y0017P108

**Shares Voted:** 6,799

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Business Report and Financial Statements | Mgmt | For | For | For |
| 2 | Approve Profit Distribution | Mgmt | For | For | For |
| 3 | Approve Issuance of Employee Restricted Stock Awards | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because there is lack of reasonable vesting period and limited disclosure of the performance hurdles to be applied.* | | | | |
| | ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 4.1 | Elect K.C. Liu with SHAREHOLDER NO.00000001 as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees K.C. Liu, Ming-Hui Chang, Chaney Ho (Ho Chun-Sheng), Ji-Ren Lee, Wesley Liu, and Tony Liu is warranted for lack of diversity on the board.* | | | | |
| 4.2 | Elect Chaney Ho, a Representative of Advantech Foundation with SHAREHOLDER NO.00000163 as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees K.C. Liu, Ming-Hui Chang, Chaney Ho (Ho Chun-Sheng), Ji-Ren Lee, Wesley Liu, and Tony Liu is warranted for lack of diversity on the board.* | | | | |
| 4.3 | Elect Wesley Liu, a Representative of K and M Investment CO., Ltd. with SHAREHOLDER NO.00000039 as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees K.C. Liu, Ming-Hui Chang, Chaney Ho (Ho Chun-Sheng), Ji-Ren Lee, Wesley Liu, and Tony Liu is warranted for lack of diversity on the board.* | | | | |
| 4.4 | Elect Tony Liu, a Representative of AIDC Investment Corp. with SHAREHOLDER NO.00000040 as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees K.C. Liu, Ming-Hui Chang, Chaney Ho (Ho Chun-Sheng), Ji-Ren Lee, Wesley Liu, and Tony Liu is warranted for lack of diversity on the board.* | | | | |
| 4.5 | Elect a Representative of ASUSTeK Computer Inc. with SHAREHOLDER NO.00033509 as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the non-independent director nominee under Item 4.5 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.* | | | | |

## Advantech Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.6 | Elect Ji Ren Lee with SHAREHOLDER NO.Y120143XXX as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees K.C. Liu, Ming-Hui Chang, Chaney Ho (Ho Chun-Sheng), Ji-Ren Lee, Wesley Liu, and Tony Liu is warranted for lack of diversity on the board.* | | | | |
| 4.7 | Elect Ming Hui Chang with SHAREHOLDER NO.N120041XXX as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees K.C. Liu, Ming-Hui Chang, Chaney Ho (Ho Chun-Sheng), Ji-Ren Lee, Wesley Liu, and Tony Liu is warranted for lack of diversity on the board.* | | | | |
| 4.8 | Elect Eunice Chiu with SHAREHOLDER NO.J220376XXX as Independent Director | Mgmt | For | For | For |
| 4.9 | Elect May Wei with SHAREHOLDER NO.L220033XXX as Independent Director | Mgmt | For | For | For |
| 5 | Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives | Mgmt | For | For | For |

## Arista Networks, Inc.

**Meeting Date:** 05/29/2026 **Country:** USA **Ticker:** ANET
**Record Date:** 04/02/2026 **Meeting Type:** Annual
**Primary Security ID:** 040413205

**Shares Voted:** 9,251

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Lewis Chew | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Lewis Chew, Greg Lavender, and Mark Templeton given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Greg Lavender | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Lewis Chew, Greg Lavender, and Mark Templeton given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Arista Networks, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Mark B. Templeton | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Lewis Chew, Greg Lavender, and Mark Templeton given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee demonstrated only a limited degree of responsiveness to last year's low say-on-pay support. Further, there are significant concerns regarding the quantum of a new NEO's equity awards, which exceeded $50 million, as the proxy does not clearly delineate which portion of the awards are make-whole. Lastly, the company has not disclosed any short- and long-term E&S performance incentives, and the company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Canal+ SA

**Meeting Date:** 05/29/2026 **Country:** France **Ticker:** CAN

**Record Date:** 05/21/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F1R42L106

**Shares Voted:** 3,935

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 0.022 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | For | For |
| 5 | Reelect Xavier Mayer as Supervisory Board Member | Mgmt | For | For | For |
| 6 | Reelect Martine Studer as Supervisory Board Member | Mgmt | For | For | For |
| 7 | Reelect Jean-Christophe Thiery as Supervisory Board Member | Mgmt | For | For | For |
| 8 | Elect Mercedes Erra as Supervisory Board Member | Mgmt | For | For | For |
| 9 | Elect Elias Masilela as Supervisory Board Member | Mgmt | For | For | For |

## Canal+ SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 11 | Amend Article 10 of Bylaws Re: Procedures for Appointing Representative of Employees to the Board | Mgmt | For | For | For |
| 12 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 13 | Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 14 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 82 Million | Mgmt | For | For | For |
| 15 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 14 | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 16 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## China Three Gorges Renewables (Group) Co., Ltd.

**Meeting Date:** 05/29/2026 **Country:** China **Ticker:** 600905

**Record Date:** 05/20/2026 **Meeting Type:** Annual

**Primary Security ID:** Y1521K106

**Shares Voted:** 215,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Profit Distribution | Mgmt | For | For | For |
| 3 | Approve Annual Report and Summary | Mgmt | For | For | For |
| 4 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 5 | Approve Remuneration of Supervisors | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted due to lack of sufficient disclosure.*

## China Three Gorges Renewables (Group) Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Approve Related Party Transaction | Mgmt | For | For | For |
| 7 | Approve Financial Leasing Framework Agreement | Mgmt | For | For | For |
| 8 | Approve Appointment of Internal Control Auditor | Mgmt | For | For | For |
| 9 | Approve to Appoint Financial Auditor | Mgmt | For | For | For |

## Digital Realty Trust, Inc.

**Meeting Date:** 05/29/2026 **Country:** USA **Ticker:** DLR

**Record Date:** 03/30/2026 **Meeting Type:** Annual

**Primary Security ID:** 253868103

**Shares Voted:** 25,455

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Stephen R. Bolze | Mgmt | For | For | For |
| 1b | Elect Director VeraLinn "Dash" Jamieson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Kevin J. Kennedy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director William G. LaPerch | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Jean F.H.P. Mandeville | Mgmt | For | For | For |
| 1f | Elect Director Afshin Mohebbi | Mgmt | For | For | For |
| 1g | Elect Director Mark R. Patterson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Andrew P. Power | Mgmt | For | For | For |
| 1i | Elect Director Mary Hogan Preusse | Mgmt | For | For | For |
| 1j | Elect Director Susan Swanezy | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Digital Realty Trust, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Report on Water-Related Risks | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from additional information on the company's operational water use. Further, the disclosure would allow shareholders to assess the company's management of related risks.* | | | | |

## Hon Hai Precision Industry Co., Ltd.

**Meeting Date:** 05/29/2026 **Country:** Taiwan **Ticker:** 2317
**Record Date:** 03/30/2026 **Meeting Type:** Annual
**Primary Security ID:** Y36861105

**Shares Voted:** 89,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Business Report and Financial Statements | Mgmt | For | For | For |
| 2 | Approve Plan on Profit Distribution | Mgmt | For | For | For |
| 3 | Amend Procedures Governing the Acquisition or Disposal of Assets | Mgmt | For | For | For |
| 4 | Approve Release of Restrictions of Competitive Activities of Directors | Mgmt | For | For | For |

## Li Auto Inc.

**Meeting Date:** 05/29/2026 **Country:** Cayman Islands **Ticker:** 2015
**Record Date:** 04/24/2026 **Meeting Type:** Annual
**Primary Security ID:** G5479M105

**Shares Voted:** 95,020

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Elect Ma Donghui as Director | Mgmt | For | For | For |
| 3 | Elect Li Tie as Director | Mgmt | For | For | For |
| 4 | Elect Zhao Hongqiang as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Hongqiang Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5 | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |

## Li Auto Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 7 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 8 | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 9 | Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Independent Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the significant concerns raised by regulatory authorities regarding PwC's and PwC Zhong Tian's conduct and their suitability to act as auditors of the company.* | | | | |
| 10 | Adopt Seventh Amended and Restated Memorandum and Articles of Association as theNew Memorandum and Articles of Association and Related Transactions | Mgmt | For | For | For |

## Lowe's Companies, Inc.

**Meeting Date:** 05/29/2026 **Country:** USA **Ticker:** LOW
**Record Date:** 03/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 548661107

**Shares Voted:** 4,855

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Raul Alvarez | Mgmt | For | For | For |
| 1.2 | Elect Director Scott H. Baxter | Mgmt | For | For | For |
| 1.3 | Elect Director Sandra B. Cochran | Mgmt | For | For | For |
| 1.4 | Elect Director Laurie Z. Douglas | Mgmt | For | For | For |
| 1.5 | Elect Director Richard W. Dreiling | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Marvin R. Ellison | Mgmt | For | For | For |

## Lowe's Companies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director Navdeep Gupta | Mgmt | For | For | For |
| 1.8 | Elect Director Brian C. Rogers | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Bertram L. Scott | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.10 | Elect Director Lawrence Simkins | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.11 | Elect Director Colleen Taylor | Mgmt | For | For | For |
| 1.12 | Elect Director Mary Beth West | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |
| 5 | Report on Plastic Packaging Footprint | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company s plastic packaging footprint and its efforts to reduce plastic packaging would provide valuable insights and help mitigate associated risks.* | | | | |
| 6 | Issue Report Assessing Risks to Customers' Data Privacy Rights | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure of the company's policies, procedures and oversight mechanisms would benefit shareholders by providing greater insight into how the company is managing and mitigating cyber risks.* | | | | |

## MediaTek, Inc.

**Meeting Date:** 05/29/2026 **Country:** Taiwan **Ticker:** 2454

**Record Date:** 03/30/2026 **Meeting Type:** Annual

**Primary Security ID:** Y5945U103

**Shares Voted:** 25,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Business Report and Financial Statements | Mgmt | For | For | For |
| 2 | Approve Profit Distribution | Mgmt | For | For | For |

## Novatek Microelectronics Corp.

**Meeting Date:** 05/29/2026 **Country:** Taiwan **Ticker:** 3034
**Record Date:** 03/30/2026 **Meeting Type:** Annual
**Primary Security ID:** Y64153102

**Shares Voted:** 4,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Business Operations Report and Financial Statements | Mgmt | For | For | For |
| 2 | Approve Plan on Profit Distribution | Mgmt | For | For | For |
| 3 | Approve Issuance of Restricted Stocks | Mgmt | For | For | For |

## PAR Technology Corporation

**Meeting Date:** 05/29/2026 **Country:** USA **Ticker:** PAR
**Record Date:** 04/08/2026 **Meeting Type:** Annual
**Primary Security ID:** 698884103

**Shares Voted:** 164

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Linda M. Crawford | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Keith E. Pascal | Mgmt | For | For | For |
| 1c | Elect Director Douglas G. Rauch | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Cynthia A. Russo | Mgmt | For | For | For |
| 1e | Elect Director Narinder Singh | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Savneet Singh | Mgmt | For | For | For |
| 1g | Elect Director James C. Stoffel | Mgmt | For | For | For |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## SiTime Corporation

**Meeting Date:** 05/29/2026 **Country:** USA **Ticker:** SITM
**Record Date:** 04/02/2026 **Meeting Type:** Annual
**Primary Security ID:** 82982T106

**Shares Voted:** 121

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Torsten G. Kreindl | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Ganesh Moorthy | Mgmt | For | For | For |
| 1.3 | Elect Director Akira Takata | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control. Furthermore, despite recent outperformance and positive pay program features, target pay for the CEO is outsized in relation to peers, with CEO Vashist's target LTI grant value nearly double the company's peer median CEO's total pay. In addition, despite grant values already outpacing peers, the CEO's annual LTI grant value increased over the prior year with no rationale disclosed in the proxy statement.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Southern Copper Corporation

**Meeting Date:** 05/29/2026 **Country:** USA **Ticker:** SCCO
**Record Date:** 04/02/2026 **Meeting Type:** Annual
**Primary Security ID:** 84265V105

**Shares Voted:** 4,239

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director German Larrea Mota-Velasco | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for German Larrea Mota-Velasco and Leonardo Contreras Lerdo de Tejada for serving as non-independent members of certain key board committees. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. WITHHOLD votes for incumbent chair German Larrea Mota-Velasco is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.* | | | | |
| 1b | Elect Director Vicente Ariztegui Andreve | Mgmt | For | For | For |
| 1c | Elect Director Javier Arrigunaga Gomez del Campo | Mgmt | For | For | For |

## Southern Copper Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Enrique Castillo Sanchez Mejorada | Mgmt | For | For | For |
| 1e | Elect Director Leonardo Contreras Lerdo de Tejada | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for German Larrea Mota-Velasco and Leonardo Contreras Lerdo de Tejada for serving as non-independent members of certain key board committees. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Luis Miguel Palomino Bonilla | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Carlos Ruiz Sacristan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Jose Pedro Valenzuela Rionda | Mgmt | For | For | For |
| 2 | Ratify Galaz, Yamazaki, Ruiz Urquiza S.C. as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Xinyi Solar Holdings Limited

**Meeting Date:** 05/29/2026 **Country:** Cayman Islands **Ticker:** 968

**Record Date:** 05/22/2026 **Meeting Type:** Annual

**Primary Security ID:** G9829N102

**Shares Voted:** 536,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3A1 | Elect Lee Yin Yee as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Yin Yee Lee and Ching Sai Tung is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.* | | | | |
| 3A2 | Elect Tung Ching Sai as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Yin Yee Lee and Ching Sai Tung is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.* | | | | |
| 3A3 | Elect Li Man Yin as Director | Mgmt | For | For | For |
| 3B | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |

## Xinyi Solar Holdings Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 5 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 6 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | For | For |
| 7 | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR the general share issuance mandate is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request is warranted given the reissuance of repurchased shares would cause the aggregate share issuance limit (including the transfer of treasury shares, if permitted) to exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.* | | | | |

## XP Inc.

**Meeting Date:** 05/29/2026 **Country:** Cayman Islands **Ticker:** XP

**Record Date:** 04/28/2026 **Meeting Type:** Annual

**Primary Security ID:** G98239109

**Shares Voted:** 7,634

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Elect Director Thiago Simoes Maffra | Mgmt | For | For | For |
| 3 | Elect Director Jose de Menezes Berenguer Neto | Mgmt | For | For | For |
| 4 | Elect Director Guilherme Dias Fernandes Benchimol | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Guilherme Dias Fernandes Benchimol is warranted for serving as a non-independent member of certain key board committees. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 5 | Elect Director Bruno Constantino Alexandre dos Santos | Mgmt | For | For | For |
| 6 | Elect Director Martin Emiliano Escobari Lifchitz | Mgmt | For | For | For |
| 7 | Elect Director Jose Luiz Acar Pedro | Mgmt | For | For | For |
| 8 | Elect Director Oscar Rodriguez Herrero | Mgmt | For | For | For |
| 9 | Elect Director Joao Roberto Goncalves Teixeira | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## XP Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Elect Director Melissa Werneck | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## DocuSign, Inc.

**Meeting Date:** 06/01/2026 **Country:** USA **Ticker:** DOCU

**Record Date:** 04/07/2026 **Meeting Type:** Annual

**Primary Security ID:** 256163106

**Shares Voted:** 1,057

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director James Beer | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of the Governance Committee chair on the ballot, a vote AGAINST incumbent director nominees James Beer, Allan Thygesen, and Cain Hayes is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents, which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Cain A. Hayes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of the Governance Committee chair on the ballot, a vote AGAINST incumbent director nominees James Beer, Allan Thygesen, and Cain Hayes is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents, which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Allan Thygesen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of the Governance Committee chair on the ballot, a vote AGAINST incumbent director nominees James Beer, Allan Thygesen, and Cain Hayes is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents, which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Report on Risks of Using ESG and DEI Metrics in Executive Compensation | SH | Against | Against | Against |

## UnitedHealth Group Incorporated

**Meeting Date:** 06/01/2026 **Country:** USA **Ticker:** UNH

**Record Date:** 04/02/2026 **Meeting Type:** Annual

**Primary Security ID:** 91324P102

## UnitedHealth Group Incorporated

**Shares Voted:** 10,557

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Charles Baker | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Timothy Flynn | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Paul R. Garcia | Mgmt | For | For | For |
| 1d | Elect Director Kristen Gil | Mgmt | For | For | For |
| 1e | Elect Director Scott Gottlieb | Mgmt | For | For | For |
| 1f | Elect Director Stephen Hemsley | Mgmt | For | For | For |
| 1g | Elect Director F. William McNabb, III | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Valerie C. Montgomery Rice | Mgmt | For | For | For |
| 1i | Elect Director John H. Noseworthy | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Varonis Systems, Inc.

**Meeting Date:** 06/01/2026 **Country:** USA **Ticker:** VRNS

**Record Date:** 04/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 922280102

**Shares Voted:** 666

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Yakov Faitelson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Varonis Systems, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Thomas F. Mendoza | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Avrohom J. Kess | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Ohad Korkus | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Kost Forer Gabbay & Kasierer as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 28.70 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Watsco, Inc.

**Meeting Date:** 06/01/2026 **Country:** USA **Ticker:** WSO

**Record Date:** 04/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 942622200

**Shares Voted:** 159

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Ana Lopez-Blazquez | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, a vote AGAINST incumbent director nominee Ana Lopez-Blazquez is warranted given that the company maintains a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST the director nominee is further warranted because a majority of the board is not independent. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## ACI Worldwide, Inc.

**Meeting Date:** 06/02/2026 **Country:** USA **Ticker:** ACIW
**Record Date:** 04/08/2026 **Meeting Type:** Annual
**Primary Security ID:** 004498101

**Shares Voted:** 632

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Adalio T. Sanchez | Mgmt | For | For | For |
| 1.2 | Elect Director Juan A. Benitez | Mgmt | For | For | For |
| 1.3 | Elect Director Kimberly deBeers | Mgmt | For | For | For |
| 1.4 | Elect Director Todd Ford | Mgmt | For | For | For |
| 1.5 | Elect Director Mary P. Harman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Didier Lamouche | Mgmt | For | For | For |
| 1.7 | Elect Director Katrinka B. McCallum | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Thomas W. Warsop, III | Mgmt | For | For | For |
| 1.9 | Elect Director Samir M. Zabaneh | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Amadeus IT Group SA

**Meeting Date:** 06/02/2026 **Country:** Spain **Ticker:** AMS
**Record Date:** 05/28/2026 **Meeting Type:** Annual
**Primary Security ID:** E04648114

**Shares Voted:** 5,143

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 3 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |

## Amadeus IT Group SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 5 | Approve Discharge of Board | Mgmt | For | For | For |
| 6 | Approve Reduction in Share Capital via Cancellation of Treasury Shares | Mgmt | For | For | For |
| 7.1 | Reelect William Connelly as Director | Mgmt | For | For | For |
| 7.2 | Reelect Luis Maroto Camino as Director | Mgmt | For | For | For |
| 7.3 | Reelect Pilar Garcia Ceballos-Zuniga as Director | Mgmt | For | For | For |
| 7.4 | Reelect Stephan Gemkow as Director | Mgmt | For | For | For |
| 7.5 | Reelect Peter Kurpick as Director | Mgmt | For | For | For |
| 7.6 | Reelect Xiaoqun Clever-Steg as Director | Mgmt | For | For | For |
| 7.7 | Reelect Amanda Mesler as Director | Mgmt | For | For | For |
| 7.8 | Reelect Jana Eggers as Director | Mgmt | For | For | For |
| 7.9 | Reelect Eriikka Soderstrom as Director | Mgmt | For | For | For |
| 7.10 | Reelect David Vegara Figueras as Director | Mgmt | For | For | For |
| 7.11 | Reelect Frits Dirk van Paasschen as Director | Mgmt | For | For | For |
| 8 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 9 | Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 7.5 Billion | Mgmt | For | For | For |
| 10 | Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent | Mgmt | For | For | For |
| 11 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Booking Holdings Inc.

**Meeting Date:** 06/02/2026 **Country:** USA **Ticker:** BKNG
**Record Date:** 04/07/2026 **Meeting Type:** Annual
**Primary Security ID:** 09857L108

# Booking Holdings Inc.

**Shares Voted:** 6,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Glenn D. Fogel | Mgmt | For | For | For |
| 1b | Elect Director Mirian M. Graddick-Weir | Mgmt | For | For | For |
| 1c | Elect Director Kelly Grier | Mgmt | For | For | For |
| 1d | Elect Director Robert J. Mylod, Jr. | Mgmt | For | For | For |
| 1e | Elect Director Charles H. Noski | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Larry Quinlan | Mgmt | For | For | For |
| 1g | Elect Director Nicholas J. Read | Mgmt | For | For | For |
| 1h | Elect Director Thomas E. Rothman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Kurt Sievers | Mgmt | For | For | For |
| 1j | Elect Director Sumit Singh | Mgmt | For | For | For |
| 1k | Elect Director Vanessa A. Wittman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Mgmt | For | For | For |
| 5 | Report on Political Contributions and Expenditures | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Enhanced disclosure regarding the company's memberships and contributions to various tax-exempt organizations would provide meaningful information to shareholders to better evaluate the company's management of its indirect political activities and related risks.* | | | | |
| 6 | Report on Risks of Operating in Areas with Significant Human Rights Concerns | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the company s processes for identifying and assessing human rights impacts in its operations would enable shareholders to better gauge how the company manages human rights-related risks. Additionally, such a report would allow shareholders to evaluate how the company is managing related operational risks that could potentially negatively affect shareholder value.* | | | | |

# China Literature Limited

**Meeting Date:** 06/02/2026 **Country:** Cayman Islands **Ticker:** 772

**Record Date:** 05/27/2026 **Meeting Type:** Annual

**Primary Security ID:** G2121R103

**Shares Voted:** 10,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Elect Cao Huayi as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Huayi Cao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.* | | | | |
| 3 | Elect Kong Xiangjun as Director | Mgmt | For | For | For |
| 4 | Elect Mak Tze Leung as Director | Mgmt | For | For | For |
| 5 | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 6 | Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding the audit firm's conduct.* | | | | |
| 7A | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 7B | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 7C | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 8 | Approve 2027 IP Cooperation Framework Agreement, Proposed Annual Caps and Related Transactions | Mgmt | For | For | For |
| 9 | Approve 2026 Advertisement Cooperation Framework Agreement, Proposed Annual Caps and Related Transactions | Mgmt | For | For | For |
| 10 | Amend Memorandum of Association and Articles of Association and Adopt Tenth Amended and Restated Memorandum of Association and Articles of Association | Mgmt | For | For | For |

## Cipher Digital Inc.

**Meeting Date:** 06/02/2026 **Country:** USA **Ticker:** CIFR
**Record Date:** 04/08/2026 **Meeting Type:** Annual
**Primary Security ID:** 17253J106

**Shares Voted:** 1,273

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Thomas Duda | Mgmt | For | For | For |
| 1.2 | Elect Director James Newsome | Mgmt | For | For | For |
| 1.3 | Elect Director Wesley Williams | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity. A WITHHOLD vote on Governance Committee member Wesley Williams is warranted, while a vote FOR newly-appointed director Thomas Duda is warranted.* | | | | |
| 2 | Ratify CBIZ CPAs P.C. as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the long-term incentive plan introduced performance equity for FY25, only a portion of the PSUs were subject to performance conditions with the goals measured over one year while the balance vested ratably over two years. Further, the annual bonuses appear to be largely discretionary. In addition, the company made a problematic enhancement to a retiring NEO's equity, providing for a significant windfall upon a voluntary resignation. Lastly, the company has not disclosed any environmental or social performance measures as a part of both its short- and long-term incentive plans for executives and the company has not adopted compensation risk mitigators, such as CEO stock ownership guidelines or stock holding period requirements.* | | | | |

## Cognizant Technology Solutions Corporation

**Meeting Date:** 06/02/2026 **Country:** USA **Ticker:** CTSH
**Record Date:** 04/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 192446102

**Shares Voted:** 6,675

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Zein Abdalla | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Vinita Bali | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Eric Branderiz | Mgmt | For | For | For |
| 1d | Elect Director Archana Deskus | Mgmt | For | For | For |
| 1e | Elect Director John M. Dineen | Mgmt | For | For | For |
| 1f | Elect Director Ravi Kumar S | Mgmt | For | For | For |

## Cognizant Technology Solutions Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director Leo S. Mackay, Jr. | Mgmt | For | For | For |
| 1h | Elect Director Michael Patsalos-Fox | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Stephen "Steve" J. Rohleder | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Abraham "Bram" Schot | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Karima Silvent | Mgmt | For | For | For |
| 1l | Elect Director Joseph M. Velli | Mgmt | For | For | For |
| 1m | Elect Director Sandra S. Wijnberg | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |

## Eurocommercial Properties NV

**Meeting Date:** 06/02/2026 **Country:** Netherlands **Ticker:** ECMPA

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** N31068195

**Shares Voted:** 394

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2. | Receive Report of Management Board (Non-Voting) | Mgmt | | | |
| 3. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |

## Eurocommercial Properties NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5. | Approve Dividends | Mgmt | For | For | For |
| 6. | Approve Discharge of Management Board | Mgmt | For | For | For |
| 7. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 8. | Reelect E.R.G.M. Attout to Supervisory Board | Mgmt | For | For | For |
| 9. | Reelect R. Fraticelli to Management Board | Mgmt | For | For | For |
| 10. | Approve Remuneration Report | Mgmt | For | For | For |
| 11. | Approve Remuneration of Management Board | Mgmt | For | For | For |
| 12. | Approve Remuneration of Supervisory Board | Mgmt | For | For | For |
| 13. | Grant Board Authority to Issue Shares and Restrict or Exclude Pre-emptive Rights | Mgmt | For | For | For |
| 14. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 15. | Other Business (Non-Voting) | Mgmt | | | |
| 16. | Close Meeting | Mgmt | | | |

## flatexDEGIRO SE

**Meeting Date:** 06/02/2026 **Country:** Germany **Ticker:** FTK

**Record Date:** 05/26/2026 **Meeting Type:** Annual

**Primary Security ID:** D3690M106

**Shares Voted:** 386

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.30 per Share | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Management Board Member Oliver Behrens for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Management Board Member Benon Janos for Fiscal Year 2025 | Mgmt | For | For | For |

# flatexDEGIRO SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.3 | Approve Discharge of Management Board Member Christiane Strubel for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Management Board Member Stephan Simmang (until May 31, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.1 | Approve Discharge of Supervisory Board Member Hans-Hermann Lotter for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Supervisory Board Member Stefan Mueller for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Bernd Foertsch for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Supervisory Board Member Martina Pfeifer for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.5 | Approve Discharge of Supervisory Board Member Sarna Roeser for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.6 | Approve Discharge of Supervisory Board Member Martin Korbmacher (until March 27, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.7 | Approve Discharge of Supervisory Board Member Ayguel Oezkan (until June 2, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.8 | Approve Discharge of Supervisory Board Member Britta Lehfeldt (until June 2, 2025) for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Statements Until 2027 AGM | Mgmt | For | For | For |
| 5.2 | Ratify Baker Tilly GmbH & Co. KG as Auditors for the Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy | Mgmt | For | For | For |

## flatexDEGIRO SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve Performance Share Plan for Key Employees; Approve Creation of EUR 2.5 Million Pool of Conditional Capital to Guarantee Conversion Rights | Mgmt | For | For | For |
| 9 | Amend Articles Re: D&O Insurance for Supervisory Board | Mgmt | For | For | For |
| 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 | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new or modified motions are introduced by shareholders at the AGM that have not been made accessible beforehand. * The content of any new items or counterproposals is not known at this time. Thus, shareholder proposals filed at the AGM cannot be properly evaluated and acted upon by shareholders voting via proxy, which effectively disenfranchises them.* | | | | |

## Henderson Land Development Company Limited

**Meeting Date:** 06/02/2026 **Country:** Hong Kong **Ticker:** 12

**Record Date:** 05/27/2026 **Meeting Type:** Annual

**Primary Security ID:** Y31476107

**Shares Voted:** 185,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3.1 | Elect Lee Ka Kit as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Ka-kit Lee, Ka Shing Lee, and Woon King Fung Lee is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3.2 | Elect Lee Ka Shing as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Ka-kit Lee, Ka Shing Lee, and Woon King Fung Lee is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3.3 | Elect Fung Lee Woon King as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Ka-kit Lee, Ka Shing Lee, and Woon King Fung Lee is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3.4 | Elect Suen Kwok Lam as Director | Mgmt | For | For | For |
| 3.5 | Elect Lee Pui Ling, Angelina as Director | Mgmt | For | For | For |
| 4 | Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |

## Henderson Land Development Company Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5A | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 5B | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 5C | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 6 | Adopt New Articles of Association | Mgmt | For | For | For |

## Robinhood Markets, Inc.

**Meeting Date:** 06/02/2026 **Country:** USA **Ticker:** HOOD

**Record Date:** 04/08/2026 **Meeting Type:** Annual

**Primary Security ID:** 770700102

**Shares Voted:** 4,328

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Vladimir Tenev | Mgmt | For | For | For |
| 1.2 | Elect Director Baiju P. Bhatt | Mgmt | For | For | For |
| 1.3 | Elect Director John Hegeman | Mgmt | For | For | For |
| 1.4 | Elect Director Paula Loop | Mgmt | For | For | For |
| 1.5 | Elect Director Meyer Malka | Mgmt | For | For | For |
| 1.6 | Elect Director Christopher Payne | Mgmt | For | For | For |
| 1.7 | Elect Director Jonathan J. Rubinstein | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Governance Committee members Jonathan Rubinstein, Oluwadara (Dara) Treseder, and Robert Zoellick is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Susan Segal | Mgmt | For | For | For |
| 1.9 | Elect Director Dara Treseder | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Governance Committee members Jonathan Rubinstein, Oluwadara (Dara) Treseder, and Robert Zoellick is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Robinhood Markets, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.10 | Elect Director Robert Zoellick | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Governance Committee members Jonathan Rubinstein, Oluwadara (Dara) Treseder, and Robert Zoellick is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Xiaomi Corporation

**Meeting Date:** 06/02/2026 **Country:** Cayman Islands **Ticker:** 1810

**Record Date:** 05/27/2026 **Meeting Type:** Annual

**Primary Security ID:** G9830T106

**Shares Voted:** 101,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Elect Liu De as Director | Mgmt | For | For | For |
| 3 | Elect Wong Shun Tak as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Jinqing Cai and Shun Tak Wong is warranted for lack of diversity on the board.* | | | | |
| 4 | Elect Cai Jinqing as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Jinqing Cai and Shun Tak Wong is warranted for lack of diversity on the board.* | | | | |
| 5 | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 6 | Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding the audit firm's conduct.* | | | | |
| 7 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 8 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: - The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |

## Xiaomi Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: - The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 10 | Adopt Nineteenth Amended and Restated Memorandum and Articles of Association and Related Transactions | Mgmt | For | For | For |

## Alarm.com Holdings, Inc.

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** ALRM

**Record Date:** 04/07/2026 **Meeting Type:** Annual

**Primary Security ID:** 011642105

**Shares Voted:** 164

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Donald Clarke | Mgmt | For | For | For |
| 1.2 | Elect Director Stephen Evans | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Cecile B. Harper | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Timothy McAdam | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Darius G. Nevin | Mgmt | For | For | For |
| 1.6 | Elect Director Stephen Trundle | Mgmt | For | For | For |
| 1.7 | Elect Director Timothy J. Whall | Mgmt | For | For | For |
| 1.8 | Elect Director Simone Wu | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |

# Appian Corporation

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** APPN
**Record Date:** 04/08/2026 **Meeting Type:** Annual
**Primary Security ID:** 03782L101

**Shares Voted:** 127

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Michael Beckley | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because the board is not majority independent.* | | | | |
| 1.2 | Elect Director Matthew Calkins | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because the board is not majority independent. WITHHOLD votes are further warranted for Matthew (Matt) Calkins as his ownership of the supervoting shares provides him with voting power control of the company.* | | | | |
| 1.3 | Elect Director Carl "Boe" Hartman, II | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because the board is not majority independent.* | | | | |
| 1.4 | Elect Director Robert C. Kramer | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because the board is not majority independent.* | | | | |
| 1.5 | Elect Director Shirley A. Edwards | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because the board is not majority independent. WITHHOLD votes are additionally warranted for Audit Committee members Shirley Edwards and Barbara (Bobbie) Kilberg given the concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock.* | | | | |
| 1.6 | Elect Director Barbara "Bobbie" Kilberg | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because the board is not majority independent. WITHHOLD votes are additionally warranted for Audit Committee members Shirley Edwards and Barbara (Bobbie) Kilberg given the concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are further warranted for Governance Committee member Barbara (Bobbie) Kilberg for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director David Link | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because the board is not majority independent.* | | | | |
| 1.8 | Elect Director Mark Lynch | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because the board is not majority independent.* | | | | |
| 2 | Ratify BDO USA, P.C. as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; - There is a lack of the following risk-mitigating features: stock ownership guidelines and stock holding requirements; and - The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control.* | | | | |

## Appian Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan permits repricing and/or exchange of grants without shareholder approval (overriding factor); - The plan permits cash buyout of awards without shareholder approval (overriding factor); - The plan lacks sufficient positive features (overriding factor); - The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.* | | | | |

## AppLovin Corporation

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** APP

**Record Date:** 04/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 03831W108

**Shares Voted:** 2,742

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Adam Foroughi | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Adam Foroughi and Herald Chen as their ownership of the supervoting shares provides them with voting power control of the company.* | | | | |
| 1b | Elect Director Craig Billings | Mgmt | For | For | For |
| 1c | Elect Director Herald Chen | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Adam Foroughi and Herald Chen as their ownership of the supervoting shares provides them with voting power control of the company.* | | | | |
| 1d | Elect Director Margaret Georgiadis | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Mary Margaret Georgiadis, Barbara Messing, Eduardo Vivas, and Maynard Webb Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Barbara Messing | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Mary Margaret Georgiadis, Barbara Messing, Eduardo Vivas, and Maynard Webb Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Todd Morgenfeld | Mgmt | For | For | For |
| 1g | Elect Director Victoria Valenzuela | Mgmt | For | For | For |
| 1h | Elect Director Eduardo Vivas | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Mary Margaret Georgiadis, Barbara Messing, Eduardo Vivas, and Maynard Webb Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## AppLovin Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1i | Elect Director Maynard Webb | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Mary Margaret Georgiadis, Barbara Messing, Eduardo Vivas, and Maynard Webb Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation structure is concerning, as NEOs are paid almost entirely in time-vesting equity with short-term vesting. This structure, and the absence of any pay component based on objective performance criteria, is inconsistent with prevailing market practice, and diminishes the pay program's retention aspect. Moreover, the rationale disclosed for the short-term vesting is not considered compelling.* | | | | |
| 4 | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability to public shareholders.* | | | | |
| 5 | Disclosure of Voting Results Based on Class of Shares | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as differentiating the voting results on a per-class basis could help facilitate improved board accountability at the company.* | | | | |

## CarGurus, Inc.

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** CARG

**Record Date:** 04/10/2026 **Meeting Type:** Annual

**Primary Security ID:** 141788109

**Shares Voted:** 333

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Manik Gupta | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for director nominees Langley Steinert and Manik Gupta given board's failure to remove, or subject to a reasonable sunset requirement, the multi-class structure with disparate voting rights, the classified board structure, and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Langley Steinert | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for director nominees Langley Steinert and Manik Gupta given board's failure to remove, or subject to a reasonable sunset requirement, the multi-class structure with disparate voting rights, the classified board structure, and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Langley Steinert (i) as a non-independent director nominee, due to the company's lack of a formal nominating committee; and (ii) as his ownership of the supervoting shares provides him with voting power control of the company. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## CarGurus, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Fastly, Inc.

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** FSLY
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 31188V100

**Shares Voted:** 1,049

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Aida Alvarez | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Aida Alvarez given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Charles ("Kip") Compton | Mgmt | For | For | For |
| 1.3 | Elect Director Richard Daniels | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## GoDaddy Inc.

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** GDDY
**Record Date:** 04/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 380237107

**Shares Voted:** 1,465

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Amanpal (Aman) Bhutani | Mgmt | For | For | For |
| 1b | Elect Director Herald Chen | Mgmt | For | For | For |
| 1c | Elect Director Caroline Donahue | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Mark Garrett | Mgmt | For | For | For |
| 1e | Elect Director Brian Sharples | Mgmt | For | For | For |

## GoDaddy Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1f | Elect Director Graham Smith | Mgmt | For | For | For |
| 1g | Elect Director Leah Sweet | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Srinivas (Srini) Tallapragada | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Sigal Zarmi | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## ID Logistics Group

**Meeting Date:** 06/03/2026 **Country:** France **Ticker:** IDL

**Record Date:** 05/26/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F50685100

**Shares Voted:** 28

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Absence of Dividends | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted given the overall lack of disclosure on a consulting services agreement concluded with Comete, controlled by Eric Hemar, the company's Chair and CEO.* | | | | |
| 5 | Elect Carine Pichon as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * At the time of the analysis, the company did not disclose the independence classification of the directors subject to election. Therefore, the nominees cannot be considered independent. Votes AGAINST the elections of non-independent nominees (Carine Pichon and Josep Vivas) are therefore warranted given the lack of independence at the board level (including all board members: 22 percent vs 33.3 percent recommended) (Items 5-6).* | | | | |

# ID Logistics Group

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Elect Josep Vivas as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * At the time of the analysis, the company did not disclose the independence classification of the directors subject to election. Therefore, the nominees cannot be considered independent. Votes AGAINST the elections of non-independent nominees (Carine Pichon and Josep Vivas) are therefore warranted given the lack of independence at the board level (including all board members: 22 percent vs 33.3 percent recommended) (Items 5-6).* | | | | |
| 7 | Renew Appointment of Grant Thornton as Auditor | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The CEO is remunerated through a related-party agreement with Comete. * The proposed increases of base salary both for the CEO and the Vice-CEO are not supported by a compelling rationale. * The proposed increase in the annual bonus for the Vice-CEO is not supported by a compelling rationale. * The company did not disclose an LTIP cap. * The LTIP performance criteria are not disclosed. * The company did not disclose an exceptional payment cap. * The derogation policy is a "blank check". * There is a lack of disclosure of non-compete agreements to the benefit of the Vice-CEO.* | | | | |
| 9 | Approve Remuneration Policy of Vice-CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The CEO is remunerated through a related-party agreement with Comete. * The proposed increases of base salary both for the CEO and the Vice-CEO are not supported by a compelling rationale. * The proposed increase in the annual bonus for the Vice-CEO is not supported by a compelling rationale. * The company did not disclose an LTIP cap. * The LTIP performance criteria are not disclosed. * The company did not disclose an exceptional payment cap. * The derogation policy is a "blank check". * There is a lack of disclosure of non-compete agreements to the benefit of the Vice-CEO.* | | | | |
| 10 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 11 | Approve Compensation Report of Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * There is an absence of any board responsiveness following shareholders' dissent at the previous AGM while there has been serious concern regarding the remuneration practices over the past FYs. * It is unclear whether the scope of employees' remuneration used for the CEO pay ratio is sufficiently representative.* | | | | |
| 12 | Approve Compensation of Éric Hemar, Chairman and CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The Chairman-CEO is remunerated through a related-party agreement with Comet. * The information on the precise nature and targets of the performance criteria attached to the bonus scheme is limited.* | | | | |
| 13 | Approve Compensation of Christophe Satin, Vice-CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as the information on the precise nature and targets of the performance criteria attached to the bonus scheme are limited.* | | | | |
| 14 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.* | | | | |
| | Extraordinary Business | Mgmt | | | |
| 15 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |

# ID Logistics Group

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 16 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 1.6 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * Votes AGAINST Items 16, 17 and 18 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 16, 17, 18 and 19 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 16 and 18 are warranted as the maximum discount allowed under these authorizations is not disclosed and may exceed the acceptable limit of 10 percent.* | | | | |
| 17 | Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 1.6 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * Votes AGAINST Items 16, 17 and 18 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 16, 17, 18 and 19 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 16 and 18 are warranted as the maximum discount allowed under these authorizations is not disclosed and may exceed the acceptable limit of 10 percent.* | | | | |
| 18 | Approve Issuance of Equity or Equity-Linked Securities Reserved for One or More Specifically Designated Persons up to Aggregate Nominal Amount of EUR 1.6 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * Votes AGAINST Items 16, 17 and 18 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 16, 17, 18 and 19 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 16 and 18 are warranted as the maximum discount allowed under these authorizations is not disclosed and may exceed the acceptable limit of 10 percent.* | | | | |
| 19 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * Votes AGAINST Items 16, 17 and 18 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 16, 17, 18 and 19 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 16 and 18 are warranted as the maximum discount allowed under these authorizations is not disclosed and may exceed the acceptable limit of 10 percent.* | | | | |
| 20 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 21 | Approve Issuance of Warrants (BSA, BSAANE, or BSAAR) without Preemptive Rights Reserved for Employees and/or Corporate Officers and Consultants, up to Aggregate Nominal Amount of EUR 370,000 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company does not maintain a remuneration committee, while executives sit on the board. * The total aggregate volume would be in excess of recommended guidelines. * There is no information on performance criteria * Non-executive directors could receive warrants under this authorization.* | | | | |

## ID Logistics Group

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 22 | Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company does not maintain a remuneration committee, while executives sit on the board. * No information is available on the existence of performance conditions. * The vesting period is not disclosed. * The performance period is not disclosed. * The potential total volume of all plans exceeds the recommended guidelines.* | | | | |
| 23 | Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company does not maintain a remuneration committee, while executives sit on the board. * The total aggregate volume would be in excess of recommended guidelines. * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.* | | | | |
| 24 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Kone Oyj

**Meeting Date:** 06/03/2026
**Country:** Finland
**Ticker:** KNEBV
**Record Date:** 05/22/2026
**Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** X4551T105

**Shares Voted:** 1,252

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 6 | Approve Issuance of 270 Million Class B Shares in Connection with Acquisition of TK Elevator | Mgmt | For | For | For |
| 7 | Fix Number of Directors at Ten | Mgmt | For | For | For |
| 8 | Elect Ranjan Sen and Bruno Schick as New Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted as adding further shareholder representatives to the board lowers the overall independence of the board and as a result, less than half of the shareholder-elected portion of the board can be considered independent.* | | | | |
| 9 | Close Meeting | Mgmt | | | |

# Mowi ASA

**Meeting Date:** 06/03/2026 **Country:** Norway **Ticker:** MOWI
**Record Date:** 05/27/2026 **Meeting Type:** Annual
**Primary Security ID:** R4S04H101

**Shares Voted:** 58,450

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 2 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 3 | Receive Briefing on the Business | Mgmt | | | |
| 4 | Accept Financial Statements and Statutory Reports; Approve Allocation of Income | Mgmt | For | For | For |
| 5 | Discuss Company's Corporate Governance Statement | Mgmt | | | |
| 6 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 7 | Approve Equity Plan Financing | Mgmt | For | For | For |
| 8 | Approve Remuneration Statement (Advisory Vote) | Mgmt | For | For | For |
| 9 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 10 | Approve Remuneration of Nomination Committee | Mgmt | For | For | For |
| 11 | Approve Remuneration of Auditor | Mgmt | For | For | For |
| 12a | Elect Leif Teksum (Chair) as Director | Mgmt | For | For | For |
| 12b | Reelect Peder Strand (Deputy Chair) as Director | Mgmt | For | For | For |
| 12c | Reelect Kathrine Fredriksen as Director | Mgmt | For | For | For |
| 13a | Reelect Anne Lise E. Gryte (Chair) as Member of Nominating Committee | Mgmt | For | For | For |
| 13b | Reelect Peder Weidemann Egseth as Member of Nominating Committee | Mgmt | For | For | For |
| 14 | Amend Articles Re: Number of Board of Directors (5-9) | Mgmt | For | For | For |
| 15 | Authorize Board to Distribute Dividends | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |

## Mowi ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Approve Creation of NOK 395.5 Million Pool of Capital without Preemptive Rights | Mgmt | For | For | For |

## NCR Voyix Corporation

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** VYX
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 62886E108

**Shares Voted:** 446

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director James G. Kelly | Mgmt | For | For | For |
| 1b | Elect Director Janet Haugen | Mgmt | For | For | For |
| 1c | Elect Director Irv Henderson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Kirk Larsen | Mgmt | For | For | For |
| 1e | Elect Director Laura Miller | Mgmt | For | For | For |
| 1f | Elect Director Kevin Reddy | Mgmt | For | For | For |
| 1g | Elect Director Laura Sen | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Jeffrey Sloan | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

## Palantir Technologies Inc.

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** PLTR
**Record Date:** 04/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 69608A108

**Shares Voted:** 40,035

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Alexander Karp | Mgmt | For | Withhold | Withhold |

# Palantir Technologies Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Alexander Karp, Stephen Cohen, and Peter Thiel as their ownership of the supervoting shares (through the Founder Voting Trust) provides them with de facto control over the company.* | | | | |
| 1.2 | Elect Director Stephen Cohen | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Alexander Karp, Stephen Cohen, and Peter Thiel as their ownership of the supervoting shares (through the Founder Voting Trust) provides them with de facto control over the company.* | | | | |
| 1.3 | Elect Director Peter Thiel | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Alexander Karp, Stephen Cohen, and Peter Thiel as their ownership of the supervoting shares (through the Founder Voting Trust) provides them with de facto control over the company.* | | | | |
| 1.4 | Elect Director Alexander Moore | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Alexander Moore and Alexandra Schiff for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Alexandra Schiff | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Alexander Moore and Alexandra Schiff for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Lauren Friedman Stat | Mgmt | For | For | For |
| 1.7 | Elect Director Eric Woersching | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. There are significant concerns with regard to non-CEO NEO pay. Specifically, two NEOs received significant equity grants in FY25, significantly exceeding total CEO peer median pay. A majority of these grants were in time-vesting RSUs that were partially vested on the grant date and continued to vest over a relatively short time period. A vote AGAINST this proposal is further warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines or stock holding period requirements; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 4 | Commission Third Party Assessment and Report on Human Rights Due Diligence | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this resolution is warranted. A third-party assessment can provide additional independent insight and enable both the company and its shareholders to better understand and evaluate the effectiveness of its existing policies and due diligence processes, as well as how potential human rights-related risks associated with the use of its products and services are managed.* | | | | |
| 5 | Report on Human Rights Impact Assessment | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The requested Human Rights Impact Assessment can enhance transparency and strengthen shareholder understanding of the actual and potential human rights impacts associated with the use of the company's products and services.* | | | | |

## Palantir Technologies Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Report on Political Contributions and Expenditures | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Enhanced disclosure regarding the company's direct and indirect election-related political contributions would provide meaningful information to shareholders to better evaluate the company's management of its political activities and related risks.* | | | | |

## Power Integrations, Inc.

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** POWI
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 739276103

**Shares Voted:** 197

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Wendy Arienzo | Mgmt | For | For | For |
| 1.2 | Elect Director Anita Ganti | Mgmt | For | For | For |
| 1.3 | Elect Director Nancy Gioia | Mgmt | For | For | For |
| 1.4 | Elect Director Balakrishnan S. Iyer | Mgmt | For | For | For |
| 1.5 | Elect Director Jennifer A. Lloyd | Mgmt | For | For | For |
| 1.6 | Elect Director Gregg Lowe | Mgmt | For | For | For |
| 1.7 | Elect Director Ravi Vig | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Restricted Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The estimated duration of available and proposed shares exceeds six years; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.* | | | | |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Rubrik, Inc.

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** RBRK
**Record Date:** 04/07/2026 **Meeting Type:** Annual
**Primary Security ID:** 781154109

## Rubrik, Inc.

**Shares Voted:** 645

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Asheem Chandna | Mgmt | For | For | For |
| 1.2 | Elect Director Ravi Mhatre | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Ravi Mhatre given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the multi-class structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Arvind Nithrakashyap | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

## Sacyr SA

**Meeting Date:** 06/03/2026 **Country:** Spain **Ticker:** SCYR

**Record Date:** 05/29/2026 **Meeting Type:** Annual

**Primary Security ID:** E35471114

**Shares Voted:** 2,824

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 3 | Approve Discharge of Board | Mgmt | For | For | For |
| 4 | Approve Allocation of Income | Mgmt | For | For | For |
| 5 | Approve Dividends Charged Against Unrestricted Reserves | Mgmt | For | For | For |
| 6.1 | Reelect Demetrio Carceller Arce as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the re-election of Demetrio Carceller Arce under item 6.1 is warranted, as this non-independent nominee serves on the nomination and remuneration committee, which does not meet the applicable independence threshold. A vote FOR Items 6.2 and 6.3 is warranted due to the lack of concerns regarding the proposed independent nominees.* | | | | |
| 6.2 | Reelect Jose Joaquin Guell Ampuero as Director | Mgmt | For | For | For |
| 6.3 | Reelect Maria Jesus de Jaen Beltra as Director | Mgmt | For | For | For |

## Sacyr SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Advisory Vote on Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted due to multiple material concerns, including elevated pension provisions for the executive chair, extraordinary material payments which are not sufficiently explained, and high variable remuneration outcomes supported by disclosure that remains below prevailing market standards.* | | | | |
| 8 | Amend Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: * Pension contributions remain excessive. * The executive chair total pay does not appear to be commensurate with comparable companies. * The proposed policy includes the problematic supplemental LTIP, which compounds the existing standard LTIP and contributes to the potentially excessive executive remuneration * Potential termination payments are excessive considering acceptable market practice. * Policy allows time-based extraordinary payments* | | | | |
| 9 | Approve Grant of Shares under 2026-2029 Long-Term Incentive Plan and the 2026-2029 Supplementary Variable Remuneration Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted, in line with the vote recommendation to Items 7 and 8.* | | | | |
| 10 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Salzgitter AG

**Meeting Date:** 06/03/2026 **Country:** Germany **Ticker:** SZG

**Record Date:** 05/12/2026 **Meeting Type:** Annual

**Primary Security ID:** D80900109

**Shares Voted:** 113

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.20 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7.1 | Elect Burkhard Dahmen to the Supervisory Board | Mgmt | For | For | For |

## Salzgitter AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7.2 | Elect Klaus Keysberg to the Supervisory Board | Mgmt | For | For | For |
| 8 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 9 | Authorize Use of Financial Derivatives when Repurchasing Shares | Mgmt | For | For | For |
| 10 | Approve Virtual-Only Shareholder Meetings Until 2028 | Mgmt | For | For | For |

## Science Applications International Corporation

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** SAIC

**Record Date:** 04/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 808625107

**Shares Voted:** 683

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Paul Eremenko | Mgmt | For | For | For |
| 1b | Elect Director Carolyn B. Handlon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Katharina G. McFarland | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Milford W. McGuirt | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Donna S. Morea | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director James C. Reagan | Mgmt | For | For | For |
| 1g | Elect Director Michael S. Rogers | Mgmt | For | For | For |
| 1h | Elect Director Steven R. Shane | Mgmt | For | For | For |
| 1i | Elect Director John K. Tien, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director David J. Urban | Mgmt | For | For | For |

## Science Applications International Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.* | | | | |
| 5 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## SolarEdge Technologies, Inc.

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** SEDG

**Record Date:** 04/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 83417M104

**Shares Voted:** 240

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Avery More | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Gilad Almogy | Mgmt | For | For | For |
| 1c | Elect Director Betsy Atkins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Dana Gross | Mgmt | For | For | For |
| 1e | Elect Director Guy Gecht | Mgmt | For | For | For |
| 1f | Elect Director Yehoshua (Shuki) Nir | Mgmt | For | For | For |
| 1g | Elect Director Yoram Tietz | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Kost Forer Gabbay & Kasierer as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.* | | | | |
| 4 | Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Mgmt | For | For | For |

# SUSS MicroTec SE

**Meeting Date:** 06/03/2026 **Country:** Germany **Ticker:** SMHN
**Record Date:** 05/27/2026 **Meeting Type:** Annual
**Primary Security ID:** D82791167

**Shares Voted:** 91

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.04 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Ratify PricewaterhouseCoopers GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7.1 | Elect David Dean to the Supervisory Board | Mgmt | For | For | For |
| 7.2 | Elect Myriam Jahn to the Supervisory Board | Mgmt | For | For | For |
| 7.3 | Elect Bernd Schulte to the Supervisory Board | Mgmt | For | For | For |
| 7.4 | Elect Mirja Steinkamp to the Supervisory Board | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy | Mgmt | For | For | For |
| 9 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million; Approve Creation of EUR 1.9 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | For | For |
| 10 | Amend Articles Re: Place of Jurisdiction | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * While the introduction of a jurisdiction clause may improve procedural efficiency by deterring or streamlining foreign filings, existing legal doctrines already tend to redirect internal corporate disputes to German courts, limiting its impact on ultimate outcomes. * Litigation risk and cost are inherent in accessing global capital markets and are already balanced by plaintiffs' own cost-benefit considerations. As such, the proposal primarily reduces the company's litigation exposure while constraining shareholders' flexibility to pursue claims in jurisdictions they consider appropriate, potentially affecting their practical ability to seek redress. * The company has not disclosed any shareholder outreach process regarding this clause.*

## SUSS MicroTec SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Amend Articles Re: Electronic Securities | Mgmt | For | For | For |

## W. R. Berkley Corporation

**Meeting Date:** 06/03/2026 **Country:** USA **Ticker:** WRB
**Record Date:** 04/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 084423102

**Shares Voted:** 12,795

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director W. Robert Berkley, Jr. | Mgmt | For | For | For |
| 1b | Elect Director Maria Luisa Ferre | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Daniel L. Mosley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Robert A. Rusbuldt | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Andrew J. Carrier | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Allegion Plc

**Meeting Date:** 06/04/2026 **Country:** Ireland **Ticker:** ALLE
**Record Date:** 04/09/2026 **Meeting Type:** Annual
**Primary Security ID:** G0176J109

**Shares Voted:** 2,201

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Susan L. Main | Mgmt | For | For | For |
| 1b | Elect Director Steven C. Mizell | Mgmt | For | For | For |
| 1c | Elect Director Nicole Parent Haughey | Mgmt | For | For | For |

## Allegion Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Lauren B. Peters | Mgmt | For | For | For |
| 1e | Elect Director Ellen Rubin | Mgmt | For | For | For |
| 1f | Elect Director Gregg C. Sengstack | Mgmt | For | For | For |
| 1g | Elect Director John H. Stone | Mgmt | For | For | For |
| 1h | Elect Director Dev Vardhan | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify PricewaterhouseCoopers as Auditors and Authorize Their Remuneration | Mgmt | For | For | For |
| 5 | Renew the Board's Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| 6 | Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights | Mgmt | For | For | For |

## Applied Optoelectronics, Inc.

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** AAOI

**Record Date:** 04/10/2026 **Meeting Type:** Annual

**Primary Security ID:** 03823U102

**Shares Voted:** 279

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Che-Wei Lin | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Robert (Bob) Flanagan | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives. - The company provides excise tax gross-ups in existing agreements.* | | | | |
| 4 | Amend Certificate of Incorporation to Clarify Voting Standard Re: Future Changes to the Common Stock Authorized for Issuance and Reverse Stock Splits | Mgmt | For | For | For |

## Applied Optoelectronics, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 6 | Adjourn Meeting | Mgmt | For | For | For |

## Astera Labs, Inc.

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** ALAB
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 04626A103

**Shares Voted:** 966

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Sanjay Gajendra | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of governance committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Craig Barratt, Sanjay Gajendra, and Michael Hurlston given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the bylaws, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Craig Barratt | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of governance committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Craig Barratt, Sanjay Gajendra, and Michael Hurlston given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the bylaws, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Michael Hurlston | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of governance committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Craig Barratt, Sanjay Gajendra, and Michael Hurlston given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the bylaws, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

## Auto1 Group SE

**Meeting Date:** 06/04/2026 **Country:** Germany **Ticker:** AG1
**Record Date:** 05/13/2026 **Meeting Type:** Annual
**Primary Security ID:** D0R06D102

# Auto1 Group SE

**Shares Voted:** 977

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5 | Ratify KPMG AG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 7 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The report does not address continued significant shareholder dissent on prior compensation-related votes. * Certain granted LTI awards contain a heavily discounted exercise price and a performance period of less than three years. * The report lacks a transparent ex-post performance assessment to explain the status of current LTI plans and actual achieved remuneration from the LTIP program. * The maximum payout opportunity under the new LTIP plan for the CEO granted in the year under review is considered excessive.* | | | | |
| 8 | Approve Supervisory Board Remuneration Policy | Mgmt | For | For | For |
| 9.1 | Elect Martine Gorce Momboisse to the Supervisory Board | Mgmt | For | For | For |
| 9.2 | Elect Lars Santelmann to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Lars Santelmann is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9.3 | Elect Joerg Pietzner to the Supervisory Board | Mgmt | For | For | For |
| 10 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 22.1 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because: * The issuance request, when combined with the existing authorized capital, would allow for a capital increase without preemptive rights for up to 40.77 percent of the issued share capital.* | | | | |
| 11 | Amend Articles Re: Electronic Securities | Mgmt | For | For | For |
| 12 | Amend Articles Re: Proof of Entitlement | Mgmt | For | For | For |

## Auto1 Group SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Mgmt | For | For | For |

## DaVita Inc.

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** DVA
**Record Date:** 04/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 23918K108

**Shares Voted:** 138

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Pamela M. Arway | Mgmt | For | For | For |
| 1b | Elect Director Barbara J. Desoer | Mgmt | For | For | For |
| 1c | Elect Director Jason M. Hollar | Mgmt | For | For | For |
| 1d | Elect Director Gregory J. Moore | Mgmt | For | For | For |
| 1e | Elect Director Dennis W. Pullin | Mgmt | For | For | For |
| 1f | Elect Director Javier J. Rodriguez | Mgmt | For | For | For |
| 1g | Elect Director Adam H. Schechter | Mgmt | For | For | For |
| 1h | Elect Director Wendy L. Schoppert | Mgmt | For | For | For |
| 1i | Elect Director Phyllis R. Yale | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## D-Wave Quantum Inc.

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** QBTS
**Record Date:** 04/15/2026 **Meeting Type:** Annual
**Primary Security ID:** 26740W109

**Shares Voted:** 1,404

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Alan E. Baratz | Mgmt | For | For | For |

## D-Wave Quantum Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director Sharon Holt | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Sharon Holt given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |

## EMCOR Group, Inc.

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** EME

**Record Date:** 04/07/2026 **Meeting Type:** Annual

**Primary Security ID:** 29084Q100

**Shares Voted:** 510

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director John W. Altmeyer | Mgmt | For | For | For |
| 1b | Elect Director Amy E. Dahl | Mgmt | For | For | For |
| 1c | Elect Director Anthony J. Guzzi | Mgmt | For | For | For |
| 1d | Elect Director Ronald L. Johnson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Carol P. Lowe | Mgmt | For | For | For |
| 1f | Elect Director M. Kevin McEvoy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director Pat Roche | Mgmt | For | For | For |
| 1h | Elect Director Steven B. Schwarzwaelder | Mgmt | For | For | For |
| 1i | Elect Director Robin Walker-Lee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## EMCOR Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; - Excise tax gross-up provision in agreements; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Exponent, Inc.

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** EXPO

**Record Date:** 04/08/2026 **Meeting Type:** Annual

**Primary Security ID:** 30214U102

**Shares Voted:** 789

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director George H. Brown | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Catherine Ford Corrigan | Mgmt | For | For | For |
| 1.3 | Elect Director Carol Lindstrom | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Karen A. Richardson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Richard L. Schlenker, Jr. | Mgmt | For | For | For |
| 1.6 | Elect Director Debra L. Zumwalt | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Forvia SE

**Meeting Date:** 06/04/2026 **Country:** France **Ticker:** FRVIA

**Record Date:** 05/27/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F3445A108

# Forvia SE

**Shares Voted:** 950

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Treatment of Losses | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Elect Pierre-André de Chalendar as Director | Mgmt | For | For | For |
| 6 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 7 | Approve Compensation of Michel de Rosen, Chairman of the Board | Mgmt | For | For | For |
| 8 | Approve Compensation of Patrick Koller, CEO from January 1, 2025 to February 28, 2025 | Mgmt | For | For | For |
| 9 | Approve Compensation of Martin Fischer, CEO from March 1, 2025 | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 14 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital | Mgmt | For | For | For |
| 15 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital | Mgmt | For | For | For |
| 16 | Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors up to 10 Percent of Issued Capital | Mgmt | For | For | For |

## Forvia SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14, 15 and 16 | Mgmt | For | For | For |
| 18 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 19 | Authorize Capitalization of Reserves of Up to EUR 175 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 20 | Authorize up to 4 Million Shares for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 21 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | Mgmt | For | For | For |
| 23 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 24 | Amend Article 11 of Bylaws Re: Staggering of Directors' Terms of Office | Mgmt | For | For | For |
| 25 | Amend Article 13 of Bylaws Re: Remove Special Reference Applicable to Censors in 2025 | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 26 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## GPGI, Inc.

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** GPGI

**Record Date:** 04/16/2026 **Meeting Type:** Special

**Primary Security ID:** 20459V105

**Shares Voted:** 561

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Change State of Incorporation from Delaware to Nevada | Mgmt | For | Against | Against |

## GPGI, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. While Delaware has signaled a greater degree of deference to controlling shareholders in recent years, a reincorporation to Nevada still represents greater risks to minority shareholders in light of its expansive protections against liability for corporate officers and directors.* | | | | |

## Granite Construction Incorporated

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** GVA
**Record Date:** 04/10/2026 **Meeting Type:** Annual
**Primary Security ID:** 387328107

**Shares Voted:** 525

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Carlos M. Hernandez | Mgmt | For | For | For |
| 1b | Elect Director Kyle T. Larkin | Mgmt | For | For | For |
| 1c | Elect Director Celeste B. Mastin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Harmonic Inc.

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** HLIT
**Record Date:** 04/08/2026 **Meeting Type:** Annual
**Primary Security ID:** 413160102

**Shares Voted:** 714

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Patrick Gallagher | Mgmt | For | For | For |
| 1b | Elect Director Nimrod Ben-Natan | Mgmt | For | For | For |
| 1c | Elect Director Deborah L. Clifford | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Stephanie Copeland | Mgmt | For | For | For |

## Harmonic Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director Dana Crandall | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Neel Dev | Mgmt | For | For | For |
| 1g | Elect Director David Krall | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Netflix, Inc.

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** NFLX

**Record Date:** 04/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 64110L106

**Shares Voted:** 73,498

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Richard N. Barton | Mgmt | For | For | For |
| 1b | Elect Director Mathias Dopfner | Mgmt | For | For | For |
| 1c | Elect Director Jay C. Hoag | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Leslie Kilgore | Mgmt | For | For | For |
| 1e | Elect Director Strive Masiyiwa | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Ann Mather | Mgmt | For | For | For |
| 1g | Elect Director Elinor Mertz | Mgmt | For | For | For |
| 1h | Elect Director Greg Peters | Mgmt | For | For | For |
| 1i | Elect Director Susan E. Rice | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director Ted Sarandos | Mgmt | For | For | For |

## Netflix, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1k | Elect Director Bradford L. Smith | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1l | Elect Director Anne M. Sweeney | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.48 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights and the likelihood that the right would be abused is considered low.* | | | | |
| 5 | Report on Return on Investment of Company's Environmental, Social, and Governance Investments | SH | Against | Against | Against |
| 6 | Report on Risks Related to Company's Branding, Marketing, and Public Policy Positions | SH | Against | Against | Against |
| 7 | Provide for Cumulative Voting | SH | Against | Against | Against |

## Procore Technologies, Inc.

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** PCOR

**Record Date:** 04/10/2026 **Meeting Type:** Annual

**Primary Security ID:** 74275K108

**Shares Voted:** 644

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Craig F. Courtemanche, Jr. | Mgmt | For | For | For |
| 1.2 | Elect Director Kathryn A. Bueker | Mgmt | For | For | For |
| 1.3 | Elect Director Nanci E. Caldwell | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Nanci Caldwell given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Procore Technologies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal is warranted. Despite positive forward-looking changes to the LTI program in FY26, the new CEO received a sizeable inducement award which was nearly four times the value of the total median pay for peer CEOs. In addition, half of the inducement award was in time-vesting equity; it is generally expected for one-time inducement awards to predominantly utilize rigorous multi-year performance goals.*

## Royalty Pharma plc

**Meeting Date:** 06/04/2026 **Country:** United Kingdom **Ticker:** RPRX

**Record Date:** 04/06/2026 **Meeting Type:** Annual

**Primary Security ID:** G7709Q104

**Shares Voted:** 9,104

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Pablo Legorreta | Mgmt | For | For | For |
| 1b | Elect Director Ted Love | Mgmt | For | For | For |
| 1c | Elect Director Bonnie Bassler | Mgmt | For | For | For |
| 1d | Elect Director Vlad Coric | Mgmt | For | For | For |
| 1e | Elect Director Catherine Engelbert | Mgmt | For | For | For |
| 1f | Elect Director Carole Ho | Mgmt | For | For | For |
| 1g | Elect Director David Hodgson | Mgmt | For | For | For |
| 1h | Elect Director Gregory Norden | Mgmt | For | For | For |
| 1i | Elect Director Elizabeth Weatherman | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |
| 6 | Ratify Ernst & Young as U.K. Statutory Auditors | Mgmt | For | For | For |
| 7 | Authorize Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 8 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 9 | Authorize Issue of Equity | Mgmt | For | For | For |
| 10 | Authorize Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## Semtech Corporation

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** SMTC
**Record Date:** 04/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 816850101

**Shares Voted:** 359

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Martin S.J. Burvill | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Rodolpho C. Cardenuto | Mgmt | For | For | For |
| 1c | Elect Director Gregory M. Fischer | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Saar Gillai | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Hong Q. Hou | Mgmt | For | For | For |
| 1f | Elect Director Ye Jane Li | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Paula LuPriore | Mgmt | For | For | For |
| 1h | Elect Director Julie G. Ruehl | Mgmt | For | For | For |
| 1i | Elect Director Paul V. Walsh, Jr. | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Taiwan Semiconductor Manufacturing Co., Ltd.

**Meeting Date:** 06/04/2026 **Country:** Taiwan **Ticker:** 2330
**Record Date:** 04/02/2026 **Meeting Type:** Annual
**Primary Security ID:** Y84629107

## Taiwan Semiconductor Manufacturing Co., Ltd.

**Shares Voted:** 243,408

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Business Report and Financial Statements | Mgmt | For | For | For |
| 2 | Approve Amendments to Articles of Association | Mgmt | For | For | For |
| 3 | Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets | Mgmt | For | For | For |

## Trane Technologies plc

**Meeting Date:** 06/04/2026 **Country:** Ireland **Ticker:** TT

**Record Date:** 04/09/2026 **Meeting Type:** Annual

**Primary Security ID:** G8994E103

**Shares Voted:** 3,428

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Kirk E. Arnold | Mgmt | For | For | For |
| 1b | Elect Director Ana P. Assis | Mgmt | For | For | For |
| 1c | Elect Director Ann C. Berzin | Mgmt | For | For | For |
| 1d | Elect Director April Miller Boise | Mgmt | For | For | For |
| 1e | Elect Director Mark R. George | Mgmt | For | For | For |
| 1f | Elect Director John A. Hayes | Mgmt | For | For | For |
| 1g | Elect Director Myles P. Lee | Mgmt | For | For | For |
| 1h | Elect Director Matthew F. Pine | Mgmt | For | For | For |
| 1i | Elect Director David S. Regnery | Mgmt | For | For | For |
| 1j | Elect Director Melissa N. Schaeffer | Mgmt | For | For | For |
| 1k | Elect Director John P. Surma | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: * The majority of equity awards to the CEO are not tied to performance-contingent pay elements; * Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and * High CEO pay in relation to company peer group CEO median pay levels.* | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration | Mgmt | For | For | For |
| 4 | Authorize Issue of Equity | Mgmt | For | For | For |

## Trane Technologies plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Authorize Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 6 | Determine Price Range for Re-allotment of Treasury Shares | Mgmt | For | For | For |

## Vontier Corporation

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** VNT
**Record Date:** 04/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 928881101

**Shares Voted:** 766

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Karen C. Francis | Mgmt | For | For | For |
| 1b | Elect Director Gloria R. Boyland | Mgmt | For | For | For |
| 1c | Elect Director Maryrose Sylvester | Mgmt | For | For | For |
| 1d | Elect Director Robert L. Eatroff | Mgmt | For | For | For |
| 1e | Elect Director David M. Foulkes | Mgmt | For | For | For |
| 1f | Elect Director Mark D. Morelli | Mgmt | For | For | For |
| 1g | Elect Director J. Darrell Thomas | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Vusion

**Meeting Date:** 06/04/2026 **Country:** France **Ticker:** VU
**Record Date:** 05/27/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** F8333P109

**Shares Voted:** 51

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |

# Vusion

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 0.90 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | For | For |
| 5 | Ratify Appointment of Lyne Castonguay as Director Following Resignation of Candace Johnson | Mgmt | For | For | For |
| 6 | Reelect Lyne Castonguay as Director | Mgmt | For | For | For |
| 7 | Reelect Thierry Gadou as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Thierry Gadou (Item 7) is warranted. A vote FOR the reelection of non-independent nominee Cenhui He is warranted given the satisfactory level of board independence (including all board members: 70.0 percent vs 33.3 percent recommended) and the absence of specific concerns (Item 8). Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 9 and 10).* | | | | |
| 8 | Reelect Cenhui He as Director | Mgmt | For | For | For |
| 9 | Reelect Peter Brabeck-Letmathe as Director | Mgmt | For | For | For |
| 10 | Reelect Franck Moison as Director | Mgmt | For | For | For |
| 11 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 12 | Approve Compensation of Thierry Gadou, Chairman and CEO | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | For | For |
| 15 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 16 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 17 | Authorize Capitalization of Reserves of Up to EUR 3,374,000 for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 18 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 16,873,000 | Mgmt | For | For | For |

## Vusion

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to Aggregate Nominal Amount of EUR 6,749,000 | Mgmt | For | For | For |
| 20 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 3,374,000 | Mgmt | For | For | For |
| 21 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 3,374,000 | Mgmt | For | For | For |
| 22 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted in the absence of any specific concern.* | | | | |
| 24 | Authorize up to 4.5 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 25 | Amend Terms of Warrants (BSA) Reserved for Walmart Inc. | Mgmt | For | For | For |
| 26 | Amend Article 11 of Bylaws Re: Staggering of Directors' Terms of Office | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 27 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Walmart Inc.

**Meeting Date:** 06/04/2026 **Country:** USA **Ticker:** WMT

**Record Date:** 04/10/2026 **Meeting Type:** Annual

**Primary Security ID:** 931142103

**Shares Voted:** 20,619

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Cesar Conde | Mgmt | For | For | For |
| 1b | Elect Director Sarah J. Friar | Mgmt | For | For | For |
| 1c | Elect Director John R. Furner | Mgmt | For | For | For |

# Walmart Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Carla A. Harris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Thomas (Tom) W. Horton | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Marissa A. Mayer | Mgmt | For | For | For |
| 1g | Elect Director Shishir Mehrotra | Mgmt | For | For | For |
| 1h | Elect Director Robert (Bob) E. Moritz, Jr. | Mgmt | For | For | For |
| 1i | Elect Director Gregory (Greg) B. Penner | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. A vote AGAINST incumbent chair Gregory (Greg) Penner is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.* | | | | |
| 1j | Elect Director Randall L. Stephenson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Randall Stephenson, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Steuart L. Walton | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Mgmt | For | For | For |
| 5 | Provide for Cumulative Voting | SH | Against | Against | Against |
| 6 | Report on Workplace Health and Safety Governance | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as an independent audit would help shareholders to evaluate the effectiveness of the company's workplace safety policies, practices, and management of related risks.* | | | | |
| 7 | Report on Impact of Immigration Policy and Enforcement | SH | Against | Against | Against |
| 8 | Report on Workplace Impact of AI and Automation | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure could help the company in its worker retention and recruitment efforts, and help shareholders understand how it is addressing labor-related risks.* | | | | |

## Airbnb, Inc.

**Meeting Date:** 06/05/2026 **Country:** USA **Ticker:** ABNB
**Record Date:** 04/08/2026 **Meeting Type:** Annual
**Primary Security ID:** 009066101

**Shares Voted:** 2,960

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Nathan Blecharczyk | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Nathan Blecharczyk, Alfred Lin, and James Manyika given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights, as well as the company's maintenance of a multi-class equity structure that is not subject to a reasonable time-based sunset provision.* | | | | |
| 1.2 | Elect Director Alfred Lin | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Nathan Blecharczyk, Alfred Lin, and James Manyika given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights, as well as the company's maintenance of a multi-class equity structure that is not subject to a reasonable time-based sunset provision.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director James Manyika | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Nathan Blecharczyk, Alfred Lin, and James Manyika given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights, as well as the company's maintenance of a multi-class equity structure that is not subject to a reasonable time-based sunset provision.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Overseeing Risks Related to Discriminating Against Users' Viewpoints | SH | Against | Against | Against |
| 5 | Report on Cost and Benefits and Relevant Risks of the Company's Charitable Support | SH | Against | Against | Against |
| 6 | Approve Recapitalization Plan for all Stock to Have One-vote per Share | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.* | | | | |
| 7 | Report on Oversight of Risks Related to Politicized Divestments | SH | Against | Against | Against |

## Alphabet Inc.

**Meeting Date:** 06/05/2026 **Country:** USA **Ticker:** GOOGL
**Record Date:** 04/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 02079K305

# Alphabet Inc.

**Shares Voted:** 53,027

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Larry Page | Mgmt | For | For | For |
| 1b | Elect Director Sergey Brin | Mgmt | For | For | For |
| 1c | Elect Director Sundar Pichai | Mgmt | For | For | For |
| 1d | Elect Director John L. Hennessy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. A vote AGAINST incumbent chair John Hennessy is warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Frances H. Arnold | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Governance Committee members John Hennessy and Frances Arnold are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director R. Martin "Marty" Chavez | Mgmt | For | For | For |
| 1g | Elect Director L. John Doerr | Mgmt | For | For | For |
| 1h | Elect Director Roger W. Ferguson, Jr. | Mgmt | For | For | For |
| 1i | Elect Director K. Ram Shriram | Mgmt | For | For | For |
| 1j | Elect Director Robin L. Washington | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 31.00 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan lacks sufficient positive features (overriding factor) - The three-year average burn rate is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting* | | | | |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, due to quantum and design concerns for the CEO's recently-granted triennial equity awards. Specifically, after fiscal year end, CEO Pichai received triennial equity awards valued at $385 million. The triennial grant is nearly double the size of his last triennial grant and has certain design concerns that are compounded by the award's overall size.* | | | | |

## Alphabet Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Report on Meeting GHG Goals Given Rising Energy Demand From AI and Data Centers | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as the requested disclosure would enable shareholders to better evaluate the company s effectiveness in meeting its greenhouse gas (GHG) commitments amid rising energy demand.* | | | | |
| 6 | Report on Alignment of Water Usage Policies and Practices With AI Development | SH | Against | Against | Against |
| 7 | Approve Recapitalization Plan for all Stock to Have One-vote per Share | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.* | | | | |
| 8 | Establish Committee and Issue Report on Risks Related to Lack of Viewpoint Diversity | SH | Against | Against | Against |
| 9 | Report on Risks of Using Diagnostic Tools Created by Politicized Corporate Partners | SH | Against | Against | Against |
| 10 | Report on Impact of U.S. Immigration Policy on Company Operations | SH | Against | Against | Against |
| 11 | Report on Customer Data Privacy Risks | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Additional transparency regarding the costs and risks associated with user data collection, use, and distribution would enable shareholders to better assess how effectively the company is managing related risks.* | | | | |
| 12 | Update Audit Committee Charter to Provide AI-Related Risk Oversight | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Given the increasing significance of AI-related risks, enhanced clarity regarding board-level oversight could be beneficial to shareholders.* | | | | |
| 13 | Commission Third Party Assessment and Report on Mitigating AI-Generated Misinformation | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. An independent third-party assessment could provide additional insight into the effectiveness of the company s current measures and help identify potential gaps in addressing AI-generated misinformation and related risks.* | | | | |
| 14 | Report on Improper Usage of External Data to Develop AI Products | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The potential benefit of additional reporting appears prudent given: - Recent lawsuits the company has had to settle related to privacy and security concerns on personal information; - The company maintains large amounts of data, and it acknowledges the risks related to AI technologies; and - Increased regulatory focus on AI in many of the jurisdictions in which the company operates.* | | | | |

## Garmin Ltd.

**Meeting Date:** 06/05/2026 **Country:** Switzerland **Ticker:** GRMN

**Record Date:** 04/10/2026 **Meeting Type:** Annual

**Primary Security ID:** H2906T109

# Garmin Ltd.

**Shares Voted:** 2,237

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 3 | Approve Dividends | Mgmt | For | For | For |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5a | Elect Director Susan M. Ball | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 5b | Elect Director Jonathan C. Burrell | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 5c | Elect Director Joseph J. Hartnett | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 5d | Elect Director Min H. Kao | Mgmt | For | For | For |
| 5e | Elect Director Catherine A. Lewis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 5f | Elect Director Clifton A. Pemble | Mgmt | For | For | For |
| 6 | Elect Min H. Kao as Board Chair | Mgmt | For | For | For |
| 7a | Appoint Susan M. Ball as Member of the Compensation Committee | Mgmt | For | For | For |
| 7b | Appoint Jonathan C. Burrell as Member of the Compensation Committee | Mgmt | For | For | For |
| 7c | Appoint Joseph J. Hartnett as Member of the Compensation Committee | Mgmt | For | For | For |
| 7d | Appoint Catherine A. Lewis as Member of the Compensation Committee | Mgmt | For | For | For |
| 8 | Designate Wuersch & Gering LLP as Independent Proxy | Mgmt | For | For | For |
| 9 | Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor | Mgmt | For | For | For |

## Garmin Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |
| 11 | Advisory Vote on the Swiss Statutory Compensation Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the ratification of the CEO's compensation is not supported, per the U.S. say-on-pay analysis (Item 10).* | | | | |
| 12 | Approve Non-Financial Report | Mgmt | For | For | For |
| 13 | Approve Fiscal Year 2027 Maximum Aggregate Compensation for the Executive Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote AGAINST this proposal is warranted.* | | | | |
| 14 | Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2026 AGM and the 2027 AGM | Mgmt | For | For | For |
| A | Other Business | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the content of any other items brought to a vote is not known and proposals which are detrimental to shareholder value may be brought to a vote with shareholders not having the opportunity to make a fully informed vote.* | | | | |

## nLIGHT, Inc.

**Meeting Date:** 06/05/2026 **Country:** USA **Ticker:** LASR
**Record Date:** 04/06/2026 **Meeting Type:** Annual
**Primary Security ID:** 65487K100

**Shares Voted:** 242

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Geoffrey Moore | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Geoffrey Moore given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## nLIGHT, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - There is high CEO pay relative to company performance compared to the company's peers; - There is high CEO pay in relation to company peer group CEO median pay levels; and - Excessive differentials are identified between CEO pay and the pay of other named executive officers at the firm. A vote AGAINST this proposal is also warranted as: - The magnitude of the CEO's special equity award was eight times the CEO peer median total pay and was based on stock price goals that did not appear to be particularly rigorous in light of the six-year measurement period; and - The target achievement for the annual equity PRSUs was set at merely the median of the index.* | | | | |

## Ralliant Corporation

**Meeting Date:** 06/05/2026 **Country:** USA **Ticker:** RAL
**Record Date:** 04/09/2026 **Meeting Type:** Annual
**Primary Security ID:** 750940108

**Shares Voted:** 456

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Luis Muller | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Anelise Sacks | Mgmt | For | For | For |
| 1c | Elect Director Neil Schrimsher | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Yelp Inc.

**Meeting Date:** 06/05/2026 **Country:** USA **Ticker:** YELP
**Record Date:** 04/07/2026 **Meeting Type:** Annual
**Primary Security ID:** 985817105

**Shares Voted:** 415

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Fred D. Anderson, Jr. | Mgmt | For | For | For |
| 1b | Elect Director Christine Barone | Mgmt | For | For | For |

## Yelp Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Robert Gibbs | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Logan Green | Mgmt | For | For | For |
| 1e | Elect Director Diane Irvine | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1f | Elect Director Dan Jedda | Mgmt | For | For | For |
| 1g | Elect Director Sharon Rothstein | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Jeremy Stoppelman | Mgmt | For | For | For |
| 1i | Elect Director Tony Wells | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Apollo Global Management, Inc.

**Meeting Date:** 06/08/2026 **Country:** USA **Ticker:** APO

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 03769M106

**Shares Voted:** 2,067

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Marc Beilinson | Mgmt | For | For | For |
| 1.2 | Elect Director James Belardi | Mgmt | For | For | For |
| 1.3 | Elect Director Jessica Bibliowicz | Mgmt | For | For | For |
| 1.4 | Elect Director Gary Cohn | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.5 | Elect Director Kerry Murphy Healey | Mgmt | For | For | For |
| 1.6 | Elect Director Mitra Hormozi | Mgmt | For | For | For |
| 1.7 | Elect Director Pamela Joyner | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Apollo Global Management, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.8 | Elect Director Scott Kleinman | Mgmt | For | For | For |
| 1.9 | Elect Director Brian Leach | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.10 | Elect Director Marc Rowan | Mgmt | For | For | For |
| 1.11 | Elect Director Lynn Swann | Mgmt | For | For | For |
| 1.12 | Elect Director Patrick Toomey | Mgmt | For | For | For |
| 1.13 | Elect Director James Zelter | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO pay remained nominal, and the company enhanced explanatory disclosures surrounding the carried interest programs. Nevertheless, there are ongoing concerns surrounding the compensation arrangements for other NEOs. NEO Belardi received outsized partnership distributions and that program lacks a meaningful absolute cap on payouts and has resulted in exceedingly high reported pay on a recurring basis. Furthermore, half of Belardi's annual incentive bonus was based on the committee's discretion, and the proxy disclosure around the program worsened. Lastly, two other non-CEO NEOs received large off-cycle RSU awards with an overly short-term vesting schedule, and one NEO received off-cycle awards in consecutive years.* | | | | |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | Three Years | One Year | One Year |
| | *Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.* | | | | |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## China International Capital Corporation Limited

**Meeting Date:** 06/08/2026 **Country:** China **Ticker:** 3908

**Record Date:** 06/02/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y1R99Y109

**Shares Voted:** 40,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Compliance of the Proposed Mergers with the Relevant Laws and Regulations Applicable to a Material Asset Restructuring by Listed Companies | Mgmt | For | For | For |

# China International Capital Corporation Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | RESOLUTIONS IN RELATION TO THE PROPOSAL REGARDING THE PLAN ON THE PROPOSED MERGERS BY CICC WITH DONGXING SECURITIES AND CINDA SECURITIES | Mgmt | | | |
| 2.01 | Approve Parties to the Proposed Mergers | Mgmt | For | For | For |
| 2.02 | Approve Method of the Proposed Mergers | Mgmt | For | For | For |
| 2.03 | Approve Class and Par Value of the CICC Shares to be Issued upon Share Exchanges | Mgmt | For | For | For |
| 2.04 | Approve Share Exchanges Targets and Record Date for Dongxing Share Exchange and Record Date for Cinda Share Exchange | Mgmt | For | For | For |
| 2.05 | Approve Price and Ratio of the Issue of the Share Exchanges | Mgmt | For | For | For |
| 2.06 | Approve Number of CICC Shares to be Issued under the Share Exchanges | Mgmt | For | For | For |
| 2.07 | Approve Listing Venue of the CICC Shares to be Issued under the Share Exchanges | Mgmt | For | For | For |
| 2.08 | Approve Arrangements for Dongxing Share-Exchange Shareholders and Cinda Share-Exchange Shareholders who Holds Shares with Share Restrictions | Mgmt | For | For | For |
| 2.09 | Approve Protection Mechanism for the Interests of CICC Dissenting Shareholders | Mgmt | For | For | For |
| 2.10 | Approve Protection Mechanism for the interests of Dongxing Dissenting Shareholders and Cinda Dissenting Shareholders | Mgmt | For | For | For |
| 2.11 | Approve Disposal of Creditors' Rights and Debts Involved in the Proposed Mergers | Mgmt | For | For | For |
| 2.12 | Approve Transfer of Assets | Mgmt | For | For | For |
| 2.13 | Approve Arrangements for Employees | Mgmt | For | For | For |
| 2.14 | Approve Arrangements for the Transitional Period | Mgmt | For | For | For |
| 2.15 | Approve Arrangements for Profit Distribution and Accumulated Profits | Mgmt | For | For | For |
| 2.16 | Approve Validity Period of the Resolutions | Mgmt | For | For | For |

# China International Capital Corporation Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve Report (Draft) on CICC Merging and Absorbing Dongxing Securities and Cinda Securities and Its Summary | Mgmt | For | For | For |
| 4 | Approve Execution of the Conditional Merger Agreement | Mgmt | For | For | For |
| 5 | Approve Proposed Mergers Constituting a Material Asset Restructuring in Accordance with the PRC Laws and Regulations | Mgmt | For | For | For |
| 6 | Approve Proposed Mergers Not Constituting a Related Party Transaction of CICC in Accordance with the PRC Laws and Regulations | Mgmt | For | For | For |
| 7 | Approve Compliance of the Proposed Mergers with Articles 11, 43 and 44 of the MAR Measures | Mgmt | For | For | For |
| 8 | Approve Compliance of the Proposed Mergers with the Requirements under Article 4 of Guideline No. 9 for the Supervision of Listed Companies - Regulatory Requirements for Planning and Implementing Material Asset Restructuring by Listed Companies | Mgmt | For | For | For |
| 9 | Approve Proposed Mergers not Constituting a Listing by Restructuring as Stipulated in Article 13 of the MAR Measures | Mgmt | For | For | For |
| 10 | Approve Completeness and Compliance of the Statutory Procedures and the Effectiveness of the Legal Document Submitted in Relation to the Proposed Mergers | Mgmt | For | For | For |
| 11 | Approve Non-Existence of the Relevant Circumstances Prohibiting Participation in Material Asset Restructuring of Listed Companies in Respect of the Relevant Entities under the Proposed Mergers | Mgmt | For | For | For |
| 12 | Approve Pro-forma Financial Information in Relation to the Proposed Mergers and the Related Documents | Mgmt | For | For | For |
| 13 | Approve Confirmation of the Valuation Report | Mgmt | For | For | For |

## China International Capital Corporation Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Approve Independence of the Valuer, the Reasonableness of the Assumptions Used in the Valuation Report, Relevance of the Methodology and the Purpose of the Valuation Report and the Fairness of the Appraised Value | Mgmt | For | For | For |
| 15 | Approve Dilution of Immediate Returns, Remedial Measures and Undertakings of the Relevant Parties in Connection with the Proposed Mergers | Mgmt | For | For | For |
| 16 | Approve Shareholders' Return Plan of CICC for 2026-2028 | Mgmt | For | For | For |
| 17 | Authorize CICC Board and its Authorized Person(s) to Deal with Matters in Connection with the Proposed Mergers | Mgmt | For | For | For |
| 18 | Approve Proposal Regarding Granting the CICC Board the Specific Mandate to Issue CICC A Shares under the Proposed Mergers | Mgmt | For | For | For |

## China International Capital Corporation Limited

**Meeting Date:** 06/08/2026 **Country:** China **Ticker:** 3908

**Record Date:** 06/02/2026 **Meeting Type:** Special

**Primary Security ID:** Y1R99Y109

**Shares Voted:** 40,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | CLASS MEETING FOR HOLDERS OF H SHARES | Mgmt | | | |
| | RESOLUTIONS IN RELATION TO THE PROPOSAL REGARDING THE PLAN ON THE PROPOSED MERGERS BY CICC WITH DONGXING SECURITIES AND CINDA SECURITIES | Mgmt | | | |
| 1.01 | Approve Parties to the Proposed Mergers | Mgmt | For | For | For |
| 1.02 | Approve Method of the Proposed Mergers | Mgmt | For | For | For |
| 1.03 | Approve Class and Par Value of the CICC Shares to be Issued upon Share Exchanges | Mgmt | For | For | For |

# China International Capital Corporation Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.04 | Approve Share Exchanges targets and Record Date for Dongxing Share Exchange and Record Date for Cinda Share Exchange | Mgmt | For | For | For |
| 1.05 | Approve Price and Ratio of the Issue of the Share Exchanges | Mgmt | For | For | For |
| 1.06 | Approve Number of CICC Shares to be Issued under the Share Exchanges | Mgmt | For | For | For |
| 1.07 | Approve Listing Venue of the CICC Shares to be Issued under the Share Exchanges | Mgmt | For | For | For |
| 1.08 | Approve Arrangements for Dongxing Share-Exchange Shareholders and Cinda Share-Exchange Shareholders who Holds Shares with Share Restrictions | Mgmt | For | For | For |
| 1.09 | Approve Protection Mechanism for the Interests of CICC Dissenting Shareholders | Mgmt | For | For | For |
| 1.10 | Approve Protection Mechanism for the Interests of Dongxing Dissenting Shareholders and Cinda Dissenting Shareholders | Mgmt | For | For | For |
| 1.11 | Approve Disposal of Creditors' Rights and Debts Involved in the Proposed Mergers | Mgmt | For | For | For |
| 1.12 | Approve Transfer of Assets | Mgmt | For | For | For |
| 1.13 | Approve Arrangements for Employees | Mgmt | For | For | For |
| 1.14 | Approve Arrangements for the Transitional Period | Mgmt | For | For | For |
| 1.15 | Approve Arrangements for Profit Distribution and Accumulated Profits | Mgmt | For | For | For |
| 1.16 | Approve Validity Period of the Resolutions | Mgmt | For | For | For |
| 2 | Approve Execution of the Conditional Merger Agreement | Mgmt | For | For | For |
| 3 | Authorize CICC Board and its Authorized Person(s) to Deal with Matters in Connection with the Proposed Mergers | Mgmt | For | For | For |
| 4 | Approve Proposal Regarding Granting the CICC Board the Specific Mandate to Issue CICC A Shares under the Proposed Mergers | Mgmt | For | For | For |

## CoreWeave, Inc.

**Meeting Date:** 06/08/2026 **Country:** USA **Ticker:** CRWV
**Record Date:** 04/15/2026 **Meeting Type:** Annual
**Primary Security ID:** 21873S108

**Shares Voted:** 1,057

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Michael Intrator | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of governance committee members on the ballot, WITHHOLD votes are warranted for director nominee Michael Intrator given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

## Incyte Corporation

**Meeting Date:** 06/08/2026 **Country:** USA **Ticker:** INCY
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** 45337C102

**Shares Voted:** 790

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Julian C. Baker | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Jean-Jacques Bienaime | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Otis W. Brawley | Mgmt | For | For | For |
| 1.4 | Elect Director Paul J. Clancy | Mgmt | For | For | For |
| 1.5 | Elect Director Jacqualyn A. Fouse | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Edmund P. Harrigan | Mgmt | For | For | For |
| 1.7 | Elect Director Katherine A. High | Mgmt | For | For | For |
| 1.8 | Elect Director William J. Muery | Mgmt | For | For | For |

## Incyte Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Reddit, Inc.

**Meeting Date:** 06/08/2026 **Country:** USA **Ticker:** RDDT
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 75734B100

**Shares Voted:** 913

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Steven L. Huffman | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Steven Huffman as his control of the supervoting shares provides him with voting power control of the company.* | | | | |
| 1.2 | Elect Director Sarah Farrell | Mgmt | For | For | For |
| 1.3 | Elect Director Patricia Fili-Krushel | Mgmt | For | For | For |
| 1.4 | Elect Director Porter Gale | Mgmt | For | For | For |
| 1.5 | Elect Director David Habiger | Mgmt | For | For | For |
| 1.6 | Elect Director Steven O. Newhouse | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Steven Newhouse for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Governance Committee chair Steven Newhouse given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the bylaws which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Steven Newhouse, Robert Sauerberg Jr., and Michael Seibel for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Robert A. Sauerberg, Jr. | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Steven Newhouse, Robert Sauerberg Jr., and Michael Seibel for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director Michael Seibel | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Steven Newhouse, Robert Sauerberg Jr., and Michael Seibel for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Reddit, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |

## Strategy Inc

**Meeting Date:** 06/08/2026 **Country:** USA **Ticker:** MSTR

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 594972408

**Shares Voted:** 2,569

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Michael J. Saylor | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for incumbent director nominees Michael Saylor, Phong Le, Brian Brooks, Jane Dietze, Stephen Graham, Jarrod Patten, Carl (Rick) Rickertsen, and Gregg Winiarski given that the company maintains a multi-class capital structure that is not subject to a reasonable time-based sunset provision.* | | | | |
| 1.2 | Elect Director Phong Q. Le | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for incumbent director nominees Michael Saylor, Phong Le, Brian Brooks, Jane Dietze, Stephen Graham, Jarrod Patten, Carl (Rick) Rickertsen, and Gregg Winiarski given that the company maintains a multi-class capital structure that is not subject to a reasonable time-based sunset provision.* | | | | |
| 1.3 | Elect Director Brian P. Brooks | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for incumbent director nominees Michael Saylor, Phong Le, Brian Brooks, Jane Dietze, Stephen Graham, Jarrod Patten, Carl (Rick) Rickertsen, and Gregg Winiarski given that the company maintains a multi-class capital structure that is not subject to a reasonable time-based sunset provision.* | | | | |
| 1.4 | Elect Director Jane A. Dietze | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for incumbent director nominees Michael Saylor, Phong Le, Brian Brooks, Jane Dietze, Stephen Graham, Jarrod Patten, Carl (Rick) Rickertsen, and Gregg Winiarski given that the company maintains a multi-class capital structure that is not subject to a reasonable time-based sunset provision.* | | | | |
| 1.5 | Elect Director Stephen X. Graham | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for incumbent director nominees Michael Saylor, Phong Le, Brian Brooks, Jane Dietze, Stephen Graham, Jarrod Patten, Carl (Rick) Rickertsen, and Gregg Winiarski given that the company maintains a multi-class capital structure that is not subject to a reasonable time-based sunset provision.* | | | | |
| 1.6 | Elect Director Jarrod M. Patten | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for incumbent director nominees Michael Saylor, Phong Le, Brian Brooks, Jane Dietze, Stephen Graham, Jarrod Patten, Carl (Rick) Rickertsen, and Gregg Winiarski given that the company maintains a multi-class capital structure that is not subject to a reasonable time-based sunset provision.* | | | | |

## Strategy Inc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director Carl J. Rickertsen | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for incumbent director nominees Michael Saylor, Phong Le, Brian Brooks, Jane Dietze, Stephen Graham, Jarrod Patten, Carl (Rick) Rickertsen, and Gregg Winiarski given that the company maintains a multi-class capital structure that is not subject to a reasonable time-based sunset provision.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director Gregg J. Winiarski | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for incumbent director nominees Michael Saylor, Phong Le, Brian Brooks, Jane Dietze, Stephen Graham, Jarrod Patten, Carl (Rick) Rickertsen, and Gregg Winiarski given that the company maintains a multi-class capital structure that is not subject to a reasonable time-based sunset provision.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |
| 4 | Ratify the Amendments to the Certificate of Designations and Amend Liquidation Preference of 8.00% Series A Perpetual Strike Preferred Stock | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The amendment that common shareholders are being asked to ratify does not seem favorable from their perspective.* | | | | |
| 5 | Amend Certificate of Designations of Variable Rate Series A Perpetual Stretch Preferred Stock | Mgmt | For | For | For |

## BigBear.ai Holdings, Inc.

**Meeting Date:** 06/09/2026 **Country:** USA **Ticker:** BBAI

**Record Date:** 04/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 08975B109

**Shares Voted:** 9,392

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kevin McAleenan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of governance committee members on the ballot, WITHHOLD votes are warranted for director nominees Kevin McAleenan and Pamela Braden given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## BigBear.ai Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Pamela Braden | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of governance committee members on the ballot, WITHHOLD votes are warranted for director nominees Kevin McAleenan and Pamela Braden given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company provides for automatic accelerated vesting of equity awards upon a change in control; - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |
| 4 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |
| 5 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 6 | Adjourn Meeting | Mgmt | For | For | For |

## Biogen Inc.

**Meeting Date:** 06/09/2026 **Country:** USA **Ticker:** BIIB

**Record Date:** 04/21/2026 **Meeting Type:** Annual

**Primary Security ID:** 09062X103

**Shares Voted:** 1,534

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Maria C. Freire | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director William A. Hawkins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Susan K. Langer | Mgmt | For | For | For |
| 1d | Elect Director Jesus B. Mantas | Mgmt | For | For | For |
| 1e | Elect Director Lloyd Minor | Mgmt | For | For | For |
| 1f | Elect Director Menelas (Mene) Pangalos | Mgmt | For | For | For |
| 1g | Elect Director Monish Patolawala | Mgmt | For | For | For |

## Biogen Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Eric K. Rowinsky | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Stephen A. Sherwin | Mgmt | For | For | For |
| 1j | Elect Director Christopher A. Viehbacher | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## BYD Company Limited

**Meeting Date:** 06/09/2026 **Country:** China **Ticker:** 1211

**Record Date:** 06/03/2026 **Meeting Type:** Annual

**Primary Security ID:** Y1023R104

**Shares Voted:** 116,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Audited Financial Report | Mgmt | For | For | For |
| 3 | Approve Annual Report and its Summary | Mgmt | For | For | For |
| 4 | Approve Profit Distribution Plan | Mgmt | For | For | For |
| 5 | Approve Ernst & Young Hua Ming LLP as the Sole External Auditor and Internal Control Audit Institution of the Company and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 6 | Approve Provision of Guarantees | Mgmt | For | For | For |
| 7 | Approve Grant to the Board a General Mandate to Allot, Issue and Deal with Additional H Shares in the Capital of the Company | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |

## BYD Company Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve General and Unconditional Mandate to the Board of Directors of BYD Electronic (International) Company Limited to Allot, Issue and Deal with New Shares of BYD Electronic | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 9 | Amend Remuneration Management Policy for Directors and Senior Management | Mgmt | For | For | For |
| 10 | Authorize the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of disclosed information to assess the impact of the possible issuance of convertible bonds on shareholders' rights and value.* | | | | |
| 11 | Approve Matters in Connection with the Purchase of Liability Insurance for the Company and All Directors, and Senior Management and Other Related Persons and Related Transactions | Mgmt | For | For | For |

## BYD Company Limited

**Meeting Date:** 06/09/2026 **Country:** China **Ticker:** 1211

**Record Date:** 05/29/2026 **Meeting Type:** Annual

**Primary Security ID:** Y1023R104

**Shares Voted:** 41,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Audited Financial Report | Mgmt | For | For | For |
| 3 | Approve Annual Report and its Summary | Mgmt | For | For | For |
| 4 | Approve Profit Distribution Plan | Mgmt | For | For | For |
| 5 | Approve Ernst & Young Hua Ming LLP as the Sole External Auditor and Internal Control Audit Institution of the Company and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |

## BYD Company Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Approve Provision of Guarantees | Mgmt | For | For | For |
| 7 | Approve Grant to the Board a General Mandate to Allot, Issue and Deal with Additional H Shares in the Capital of the Company | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 8 | Approve General and Unconditional Mandate to the Board of Directors of BYD Electronic (International) Company Limited to Allot, Issue and Deal with New Shares of BYD Electronic | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 9 | Amend Remuneration Management Policy for Directors and Senior Management | Mgmt | For | For | For |
| 10 | Authorize the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of disclosed information to assess the impact of the possible issuance of convertible bonds on shareholders' rights and value.* | | | | |
| 11 | Approve Matters in Connection with the Purchase of Liability Insurance for the Company and All Directors, and Senior Management and Other Related Persons and Related Transactions | Mgmt | For | For | For |

## CME Group Inc.

**Meeting Date:** 06/09/2026 **Country:** USA **Ticker:** CME
**Record Date:** 03/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 12572Q105

**Shares Voted:** 3,861

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Terrence A. Duffy | Mgmt | For | For | For |
| 1b | Elect Director Kathryn Benesh | Mgmt | For | For | For |
| 1c | Elect Director Timothy S. Bitsberger | Mgmt | For | For | For |

# CME Group Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Charles P. Carey | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1e | Elect Director Bryan T. Durkin | Mgmt | For | For | For |
| 1f | Elect Director Harold Ford, Jr. | Mgmt | For | For | For |
| 1g | Elect Director Martin J. Gepsman | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Daniel G. Kaye | Mgmt | For | For | For |
| 1i | Elect Director Phyllis M. Lockett | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1j | Elect Director Deborah J. Lucas | Mgmt | For | For | For |
| 1k | Elect Director Rahael Seifu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1l | Elect Director William R. Shepard | Mgmt | For | For | For |
| 1m | Elect Director Howard J. Siegel | Mgmt | For | For | For |
| 1n | Elect Director Dennis A. Suskind | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 4 | Amend Certificate of Incorporation to Eliminate the Right of Class B-1 Shareholders to Elect Three Directors | Mgmt | For | For | For |
| 5 | Amend Certificate of Incorporation to Eliminate the Right of Class B-2 Shareholders to Elect Two Directors | Mgmt | For | For | For |
| 6 | Amend Certificate of Incorporation to Eliminate the Right of Class B-3 Shareholders to Elect One Director | Mgmt | For | For | For |
| 7 | Amend Certificate of Incorporation to Remove Inoperative Provisions | Mgmt | For | For | For |

## Fortive Corporation

**Meeting Date:** 06/09/2026 **Country:** USA **Ticker:** FTV
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 34959J108

**Shares Voted:** 11,734

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Daniel L. Comas | Mgmt | For | For | For |
| 1b | Elect Director Sharmistha Dubey | Mgmt | For | For | For |
| 1c | Elect Director Rejji P. Hayes | Mgmt | For | For | For |
| 1d | Elect Director Wright L. Lassiter, III | Mgmt | For | For | For |
| 1e | Elect Director Kate D. Mitchell | Mgmt | For | For | For |
| 1f | Elect Director Gregory J. Moore | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Jeannine Sargent | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Olumide O. Soroye | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Georgia Capital Plc

**Meeting Date:** 06/09/2026 **Country:** United Kingdom **Ticker:** CGEO
**Record Date:** 06/05/2026 **Meeting Type:** Annual
**Primary Security ID:** G9687A101

**Shares Voted:** 250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Long Term Incentive Plan | Mgmt | For | For | For |

## Georgia Capital Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Re-elect Irakli Gilauri as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Irakli Gilauri, Massimo Gesua' sive Salvadori and Neil Janin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6 | Re-elect Maria Chatti-Gautier as Director | Mgmt | For | For | For |
| 7 | Re-elect Massimo Gesua' sive Salvadori as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Irakli Gilauri, Massimo Gesua' sive Salvadori and Neil Janin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 8 | Re-elect David Morrison as Director | Mgmt | For | For | For |
| 9 | Re-elect Neil Janin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Irakli Gilauri, Massimo Gesua' sive Salvadori and Neil Janin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 10 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 11 | Authorise the Audit and Valuation Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 12 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 13 | Authorise Issue of Equity | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 16 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 17 | Authorise Off-Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 18 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Hochschild Mining Plc

**Meeting Date:** 06/09/2026 **Country:** United Kingdom **Ticker:** HOC

**Record Date:** 06/05/2026 **Meeting Type:** Annual

**Primary Security ID:** G4611M107

# Hochschild Mining Plc

**Shares Voted:** 2,637

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Jorge Born Jr as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Eduardo Hochschild Beeck, Tracey Kerr, Jorge Born Jr., Jill Gardiner, Joanna Pearson, Michel (Mike) Sylvestre and Andrew Wray is warranted for lack of diversity on the board. A vote FOR Eduardo Landin is warranted.* | | | | |
| 5 | Re-elect Jill Gardiner as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Eduardo Hochschild Beeck, Tracey Kerr, Jorge Born Jr., Jill Gardiner, Joanna Pearson, Michel (Mike) Sylvestre and Andrew Wray is warranted for lack of diversity on the board. A vote FOR Eduardo Landin is warranted.* | | | | |
| 6 | Re-elect Eduardo Hochschild as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Eduardo Hochschild Beeck, Tracey Kerr, Jorge Born Jr., Jill Gardiner, Joanna Pearson, Michel (Mike) Sylvestre and Andrew Wray is warranted for lack of diversity on the board. A vote FOR Eduardo Landin is warranted.* | | | | |
| 7 | Re-elect Tracey Kerr as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Eduardo Hochschild Beeck, Tracey Kerr, Jorge Born Jr., Jill Gardiner, Joanna Pearson, Michel (Mike) Sylvestre and Andrew Wray is warranted for lack of diversity on the board. A vote FOR Eduardo Landin is warranted.* | | | | |
| 8 | Re-elect Eduardo Landin as Director | Mgmt | For | For | For |
| 9 | Re-elect Joanna Pearson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Eduardo Hochschild Beeck, Tracey Kerr, Jorge Born Jr., Jill Gardiner, Joanna Pearson, Michel (Mike) Sylvestre and Andrew Wray is warranted for lack of diversity on the board. A vote FOR Eduardo Landin is warranted.* | | | | |
| 10 | Re-elect Mike Sylvestre as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Eduardo Hochschild Beeck, Tracey Kerr, Jorge Born Jr., Jill Gardiner, Joanna Pearson, Michel (Mike) Sylvestre and Andrew Wray is warranted for lack of diversity on the board. A vote FOR Eduardo Landin is warranted.* | | | | |
| 11 | Elect Andrew Wray as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Eduardo Hochschild Beeck, Tracey Kerr, Jorge Born Jr., Jill Gardiner, Joanna Pearson, Michel (Mike) Sylvestre and Andrew Wray is warranted for lack of diversity on the board. A vote FOR Eduardo Landin is warranted.* | | | | |
| 12 | Appoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 13 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |

## Hochschild Mining Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Approve Waiver of Rule 9 of the Takeover Code | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Hydro One Limited

**Meeting Date:** 06/09/2026 **Country:** Canada **Ticker:** H
**Record Date:** 04/27/2026 **Meeting Type:** Annual
**Primary Security ID:** 448811208

**Shares Voted:** 34,554

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1A | Elect Director Perrin Beatty | Mgmt | For | For | For |
| 1B | Elect Director David Hay | Mgmt | For | For | For |
| 1C | Elect Director Debbie Hutton | Mgmt | For | For | For |
| 1D | Elect Director Stacey Mowbray | Mgmt | For | For | For |
| 1E | Elect Director Mark Podlasly | Mgmt | For | For | For |
| 1F | Elect Director Michael Rencheck | Mgmt | For | For | For |
| 1G | Elect Director Melissa Sonberg | Mgmt | For | For | For |
| 1H | Elect Director Brian Vaasjo | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Brian Vaasjo and Susan Wolburgh Jenah for lack of diversity on the board. Vote FOR other proposed nominees.* | | | | |
| 1I | Elect Director Susan Wolburgh Jenah | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Brian Vaasjo and Susan Wolburgh Jenah for lack of diversity on the board. Vote FOR other proposed nominees.* | | | | |
| 1J | Elect Director Megan Telford | Mgmt | For | For | For |
| 2 | Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Jenoptik AG

**Meeting Date:** 06/09/2026 **Country:** Germany **Ticker:** JEN
**Record Date:** 06/02/2026 **Meeting Type:** Annual
**Primary Security ID:** D3S19K104

**Shares Voted:** 530

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.40 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify KPMG AG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Ratify KPMG AG as Auditors for the Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7.1 | Reelect Andreas Krey to the Supervisory Board | Mgmt | For | For | For |
| 7.2 | Reelect Thomas Spitzenpfeil to the Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominee Thomas Spitzenpfeil is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7.3 | Elect Frank Stietz to the Supervisory Board | Mgmt | For | For | For |
| 8 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million; Approve Creation of EUR 15 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | For | For |
| 9 | Approve Supervisory Board Remuneration Policy | Mgmt | For | For | For |

## KGHM Polska Miedz SA

**Meeting Date:** 06/09/2026 **Country:** Poland **Ticker:** KGH
**Record Date:** 05/24/2026 **Meeting Type:** Annual
**Primary Security ID:** X45213109

# KGHM Polska Miedz SA

**Shares Voted:** 4,187

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chair | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5a | Receive Financial Statements | Mgmt | | | |
| 5b | Receive Consolidated Financial Statements | Mgmt | | | |
| 5c | Receive Management Board Report on Company's and Group's Operations | Mgmt | | | |
| 6 | Receive Management Board Proposal on Allocation of Income | Mgmt | | | |
| 7 | Receive Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services | Mgmt | | | |
| 8 | Receive Supervisory Board Report on Review of Standalone and Consolidated Financial Statements, Management Board Reports on Company's and Group's Operations | Mgmt | | | |
| 9 | Receive Supervisory Board Report on Management Board Proposal on Allocation of Income | Mgmt | | | |
| 10a | Receive Remuneration Report | Mgmt | | | |
| 10b | Receive Supervisory Board's Report | Mgmt | | | |
| 11a | Approve Financial Statements | Mgmt | For | For | For |
| 11b | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 11c | Approve Management Board Report on Company's and Group's Operations | Mgmt | For | For | For |
| 11d | Approve Allocation of Income and Dividends of PLN 1.50 per Share | Mgmt | For | For | For |
| 11e | Approve Supervisory Board Report | Mgmt | For | For | For |

# KGHM Polska Miedz SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11f | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the company does not disclose thresholds or targets for most performance metrics, nor the level of achievement for each performance indicator.* | | | | |
| 12.1 | Approve Discharge of Zbigniew Bryja (Management Board Member) | Mgmt | For | For | For |
| 12.2 | Approve Discharge of Piotr Krzyzewski (Management Board Member) | Mgmt | For | For | For |
| 12.3 | Approve Discharge of Miroslaw Laskowski (Management Board Member) | Mgmt | For | For | For |
| 12.4 | Approve Discharge of Iga Lis (Management Board Member) | Mgmt | For | For | For |
| 12.5 | Approve Discharge of Piotr Stryczek (Management Board Member) | Mgmt | For | For | For |
| 12.6 | Approve Discharge of Anna Sobieraj-Kozakiewicz (Management Board Member) | Mgmt | For | For | For |
| 12.7 | Approve Discharge of Andrzej Szydlo (Management Board Member) | Mgmt | For | For | For |
| 13.1 | Approve Discharge of Aleksander Cieslinski (Supervisory Board Member) | Mgmt | For | For | For |
| 13.2 | Approve Discharge of Jozef Czyczerski (Supervisory Board Member) | Mgmt | For | For | For |
| 13.3 | Approve Discharge of Przemyslaw Darowski (Supervisory Board Member) | Mgmt | For | For | For |
| 13.4 | Approve Discharge of Zbyslaw Dobrowolski (Supervisory Board Member) | Mgmt | For | For | For |
| 13.5 | Approve Discharge of Dominik Januszewski (Supervisory Board Member) | Mgmt | For | For | For |
| 13.6 | Approve Discharge of Tadeusz Kocowski (Supervisory Board Member) | Mgmt | For | For | For |
| 13.7 | Approve Discharge of Marian Noga (Supervisory Board Member) | Mgmt | For | For | For |
| 13.8 | Approve Discharge of Piotr Prugar (Supervisory Board Member) | Mgmt | For | For | For |
| 13.9 | Approve Discharge of Boguslaw Szarek (Supervisory Board Member) | Mgmt | For | For | For |
| 13.10 | Approve Discharge of Joanna Zakrzewska (Supervisory Board Member) | Mgmt | For | For | For |

## KGHM Polska Miedz SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Elect Supervisory Board Member | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Item 14 is warranted due to the lack of disclosure.* | | | | |
| 15.1 | Elect Przemyslaw Darowski as Supervisory Board Member | Mgmt | For | For | For |
| 15.2 | Elect Marcin Kaczanowski as Supervisory Board Member | Mgmt | For | For | For |
| 15.3 | Elect Boguslaw Szarek as Supervisory Board Member | Mgmt | For | For | For |
| 16 | Close Meeting | Mgmt | | | |

## Klaviyo, Inc.

**Meeting Date:** 06/09/2026 **Country:** USA **Ticker:** KVYO
**Record Date:** 04/15/2026 **Meeting Type:** Annual
**Primary Security ID:** 49845K101

**Shares Voted:** 772

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jennifer Ceran | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Jennifer (Jenny) Ceran given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Chano Fernandez | Mgmt | For | For | For |
| 1c | Elect Director Susan St. Ledger | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Krones AG

**Meeting Date:** 06/09/2026 **Country:** Germany **Ticker:** KRN
**Record Date:** 05/18/2026 **Meeting Type:** Annual
**Primary Security ID:** D47441171

**Shares Voted:** 82

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |

## Krones AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Approve Allocation of Income and Dividends of EUR 2.80 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2026 | Mgmt | For | For | For |
| 5.2 | Ratify EY GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Approve Creation of EUR 10 Million Pool of Capital with Preemptive Rights | Mgmt | For | For | For |
| 8 | Approve Affiliation Agreement with KRONES Holding International GmbH | Mgmt | For | For | For |

## LARGAN Precision Co., Ltd.

**Meeting Date:** 06/09/2026 **Country:** Taiwan **Ticker:** 3008
**Record Date:** 04/10/2026 **Meeting Type:** Annual
**Primary Security ID:** Y52144105

**Shares Voted:** 1,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Business Operations Report and Financial Statements | Mgmt | For | For | For |
| 2 | Approve Plan on Profit Distribution | Mgmt | For | For | For |
| 3 | Approve Amendments to Articles of Association | Mgmt | For | For | For |
| 4 | Approve Issuance of Restricted Stocks | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST is warranted because limited disclosure of the performance hurdles to be applied.*

## MercadoLibre, Inc.

**Meeting Date:** 06/09/2026 **Country:** USA **Ticker:** MELI
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** 58733R102

## MercadoLibre, Inc.

**Shares Voted:** 362

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Susan Segal | Mgmt | For | For | For |
| 1b | Elect Director Stelleo Passos Tolda | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Stelleo Passos Tolda for serving as a non-independent member of certain key board committees. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Alejandro Nicolas Aguzin | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |
| 3 | Ratify Pistrelli, Henry Martin y Asociados S.A. as Auditors | Mgmt | For | For | For |

## NICE Ltd. (Israel)

**Meeting Date:** 06/09/2026 **Country:** Israel **Ticker:** NICE
**Record Date:** 04/30/2026 **Meeting Type:** Special
**Primary Security ID:** M7494X101

**Shares Voted:** 2,150

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Compensation Policy for the Directors and Officers of the Company | Mgmt | For | For | For |
| 2 | Approve Compensation Terms of Scott Russell, CEO | Mgmt | For | For | For |

## Rigetti Computing, Inc.

**Meeting Date:** 06/09/2026 **Country:** USA **Ticker:** RGTI
**Record Date:** 04/15/2026 **Meeting Type:** Annual
**Primary Security ID:** 76655K103

**Shares Voted:** 1,336

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Subodh Kulkarni | Mgmt | For | Withhold | Withhold |

## Rigetti Computing, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominee Subodh Kulkarni given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify BDO USA, P.C. as Auditors | Mgmt | For | For | For |

## Riot Platforms, Inc.

**Meeting Date:** 06/09/2026 **Country:** USA **Ticker:** RIOT
**Record Date:** 04/17/2026 **Meeting Type:** Annual
**Primary Security ID:** 767292105

**Shares Voted:** 1,420

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Lance D'Ambrosio | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Michael Turner | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## TeraWulf Inc.

**Meeting Date:** 06/09/2026 **Country:** USA **Ticker:** WULF
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 88080T104

**Shares Voted:** 1,423

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Paul B. Prager | Mgmt | For | For | For |
| 1.2 | Elect Director Nazar M. Khan | Mgmt | For | For | For |
| 1.3 | Elect Director Kerri Langlais | Mgmt | For | For | For |
| 1.4 | Elect Director Michael Bucella | Mgmt | For | For | For |

## TeraWulf Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.5 | Elect Director Walter "Ted" Carter | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Amanda Fabiano | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Catherine "Cassie" J. Motz | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director Steven Pincus | Mgmt | For | For | For |
| 1.9 | Elect Director Lisa Prager | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The CEO and other NEOs' annual bonus payouts were entirely discretionary, with the CEO's being ten times higher than his target bonus opportunity. In addition, a significant majority of equity grants were in time-vesting equity, a large portion of which vested immediately upon grant. A vote AGAINST this proposal is further warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## The TJX Companies, Inc.

**Meeting Date:** 06/09/2026 **Country:** USA **Ticker:** TJX

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** 872540109

**Shares Voted:** 11,164

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jose B. Alvarez | Mgmt | For | For | For |
| 1b | Elect Director Alan M. Bennett | Mgmt | For | For | For |
| 1c | Elect Director Rosemary T. Berkery | Mgmt | For | For | For |
| 1d | Elect Director David T. Ching | Mgmt | For | For | For |
| 1e | Elect Director C. Kim Goodwin | Mgmt | For | For | For |
| 1f | Elect Director Ernie Herrman | Mgmt | For | For | For |
| 1g | Elect Director Amy B. Lane | Mgmt | For | For | For |
| 1h | Elect Director Carol Meyrowitz | Mgmt | For | For | For |
| 1i | Elect Director Jackwyn L. Nemerov | Mgmt | For | For | For |

## The TJX Companies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Charles F. Wagner, Jr. | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Ulta Beauty, Inc.

**Meeting Date:** 06/09/2026 **Country:** USA **Ticker:** ULTA

**Record Date:** 04/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 90384S303

**Shares Voted:** 443

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Martin Brok | Mgmt | For | For | For |
| 1b | Elect Director Kelly E. Garcia | Mgmt | For | For | For |
| 1c | Elect Director Catherine A. Halligan | Mgmt | For | For | For |
| 1d | Elect Director Stephenie Landry | Mgmt | For | For | For |
| 1e | Elect Director Patricia A. Little | Mgmt | For | For | For |
| 1f | Elect Director George R. Mrkonic | Mgmt | For | For | For |
| 1g | Elect Director Lorna E. Nagler | Mgmt | For | For | For |
| 1h | Elect Director Gisel Ruiz | Mgmt | For | For | For |
| 1i | Elect Director Michael C. Smith | Mgmt | For | For | For |
| 1j | Elect Director Kecia L. Steelman | Mgmt | For | For | For |
| 2 | Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers | Mgmt | For | For | For |
| 3 | Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Legal Actions | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and; - High CEO pay in relation to company peer group CEO median pay levels.*

## Ulta Beauty, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

## UNIQA Insurance Group AG

**Meeting Date:** 06/09/2026 **Country:** Austria **Ticker:** UQA

**Record Date:** 05/30/2026 **Meeting Type:** Annual

**Primary Security ID:** A90015131

**Shares Voted:** 774

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.72 per Share | Mgmt | For | For | For |
| 3(i) | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 3(ii) | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2027 and as Auditor for the Sustainability Reporting for Fiscal Year 2027 | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The level of disclosure provided in the remuneration report does not allow for an independent assessment of remuneration practices. * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * High levels of continued free float dissent on prior remuneration votes remain unaddressed. * While the company provides a rationale for changes to the targets of vested LTI awards, it does not clearly disclose the specific adjustments made, and their impacts on the payouts.* | | | | |
| 6 | Approve Remuneration of Supervisory Board Members | Mgmt | For | For | For |
| 7.1 | Elect Bernhard Breunlich as Supervisory Board Member | Mgmt | For | For | For |
| 7.2 | Elect Michael Hoellerer as Supervisory Board Member | Mgmt | For | For | For |

## Warner Bros. Discovery, Inc.

**Meeting Date:** 06/09/2026 **Country:** USA **Ticker:** WBD

**Record Date:** 04/10/2026 **Meeting Type:** Annual

**Primary Security ID:** 934423104

# Warner Bros. Discovery, Inc.

**Shares Voted:** 4,119

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Samuel A. Di Piazza, Jr. | Mgmt | For | For | For |
| 1.2 | Elect Director Richard W. Fisher | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Paul Gould, Richard Fisher, Debra Lee, Kenneth Lowe, and Geoffrey Yang for a failure to respond to shareholders following a failed say-on-pay vote result at the last annual meeting. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Paul A. Gould | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Paul Gould, Richard Fisher, Debra Lee, Kenneth Lowe, and Geoffrey Yang for a failure to respond to shareholders following a failed say-on-pay vote result at the last annual meeting. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Debra L. Lee | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Paul Gould, Richard Fisher, Debra Lee, Kenneth Lowe, and Geoffrey Yang for a failure to respond to shareholders following a failed say-on-pay vote result at the last annual meeting.* | | | | |
| 1.5 | Elect Director Joseph M. Levin | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.6 | Elect Director Anton J. Levy | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Kenneth W. Lowe | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Paul Gould, Richard Fisher, Debra Lee, Kenneth Lowe, and Geoffrey Yang for a failure to respond to shareholders following a failed say-on-pay vote result at the last annual meeting.* | | | | |
| 1.8 | Elect Director Fazal F. Merchant | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Anthony J. Noto | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.10 | Elect Director Paula A. Price | Mgmt | For | For | For |
| 1.11 | Elect Director Daniel E. Sanchez | Mgmt | For | For | For |
| 1.12 | Elect Director Geoffrey Y. Yang | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Paul Gould, Richard Fisher, Debra Lee, Kenneth Lowe, and Geoffrey Yang for a failure to respond to shareholders following a failed say-on-pay vote result at the last annual meeting.* | | | | |
| 1.13 | Elect Director David M. Zaslav | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Warner Bros. Discovery, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee demonstrated poor responsiveness to last year's failed say-on-pay vote. Additionally, the short- and long-term programs appear to utilize significant discretion, and the financial metrics typically performed below the prior year's actual performance yet yielded above-target payouts, undermining a pay-for-performance philosophy. The CEO's annual pay is outsized and, in addition, he received a significant one-time award during the fiscal year.* | | | | |
| 4 | Report on Expected Return on Investment of Company's Sustainability Investments | SH | Against | Against | Against |

## Zabka Group SA

**Meeting Date:** 06/09/2026 **Country:** Luxembourg **Ticker:** ZAB

**Record Date:** 05/26/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** L98969105

**Shares Voted:** 33,160

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 2 | Approve Financial Statements | Mgmt | For | For | For |
| 3 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 4 | Approve Allocation of Income | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because the proposed remuneration is below par in relation to market standards, particularly with regard to disclosure of short-term bonus criteria, weights, targets and level of achievement. Additionally, the remuneration report does not provide enough disclosure under the LTIP FY2025.* | | | | |
| 6 | Approve Discharge of Directors | Mgmt | For | For | For |
| 7 | Reelect Tomasz Zenon Suchanski as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Tomasz Zenon Suchanski, Olga Barbara Grygier-Siddons, Anna Maria Pawlak-Kuliga, Stephan Schaeli, and Istvan Szoke is warranted for lack of diversity on the board. A vote AGAINST the election of Tomasz Zenon Suchanski is warranted because the board composition lacks sufficient gender diversity upon joining of the incoming CEO Bilcharski from Jan. 1, 2027. Furthermore, the board lacks a remuneration committees whereas the entire board, including Suchanski, is deemed to function as remuneration committee.* | | | | |
| 8 | Reelect Istvan Tadeusz Szoke as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Tomasz Zenon Suchanski, Olga Barbara Grygier-Siddons, Anna Maria Pawlak-Kuliga, Stephan Schaeli, and Istvan Szoke is warranted for lack of diversity on the board. A vote AGAINST the elections of Krzysztof Aniola, Stephan Schaeli and Istvan Szoke is warranted, because the nominees are non-independent, while the board lacks sufficient independence among its members.* | | | | |

## Zabka Group SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Reelect Stephan Schali as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Tomasz Zenon Suchanski, Olga Barbara Grygier-Siddons, Anna Maria Pawlak-Kuliga, Stephan Schaeli, and Istvan Szoke is warranted for lack of diversity on the board. A vote AGAINST the elections of Krzysztof Aniola, Stephan Schaeli and Istvan Szoke is warranted, because the nominees are non-independent, while the board lacks sufficient independence among its members.* | | | | |
| 10 | Reelect Olga Barbara Grygier-Siddons as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Tomasz Zenon Suchanski, Olga Barbara Grygier-Siddons, Anna Maria Pawlak-Kuliga, Stephan Schaeli, and Istvan Szoke is warranted for lack of diversity on the board.* | | | | |
| 11 | Reelect Anna Maria Pawlak-Kuliga as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Tomasz Zenon Suchanski, Olga Barbara Grygier-Siddons, Anna Maria Pawlak-Kuliga, Stephan Schaeli, and Istvan Szoke is warranted for lack of diversity on the board.* | | | | |
| 12 | Elect Tomasz Blicharski as Director | Mgmt | For | For | For |
| 13 | Elect Krzysztof Aniola as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the elections of Krzysztof Aniola, Stephan Schaeli and Istvan Szoke is warranted, because the nominees are non-independent, while the board lacks sufficient independence among its members.* | | | | |
| 14 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 15 | Renew Appointment of EY as Auditor | Mgmt | For | For | For |
| 16 | Appoint EY as Auditor for Sustainability Reporting | Mgmt | For | For | For |
| 17 | Amend Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because the proposed remuneration policy is below par in relation to market standards, particularly with regard to disclosure of the remuneration of the chairperson as well as the STI and LTI metrics, weights and targets.* | | | | |
| | Extraordinary Meeting Agenda | Mgmt | | | |
| 1 | Approve Currency Conversion | Mgmt | For | For | For |

## ACM Research, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** ACMR
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 00108J109

**Shares Voted:** 235

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Haiping Dun | Mgmt | For | For | For |

## ACM Research, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director Tracy Liu | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Tracy Liu and Charles (Charlie) Pappis given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure with disparate voting rights, the pop-up classified board structure, and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director David H. Wang | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for David Wang as his ownership of the supervoting shares provides him with voting power control of the company.* | | | | |
| 1d | Elect Director Charles Pappis | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Tracy Liu and Charles (Charlie) Pappis given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure with disparate voting rights, the pop-up classified board structure, and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young Hua Ming LLP as Auditors | Mgmt | For | For | For |

## Annaly Capital Management, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** NLY

**Record Date:** 04/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 035710839

**Shares Voted:** 6,194

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director David L. Finkelstein | Mgmt | For | For | For |
| 1b | Elect Director Thomas Hamilton | Mgmt | For | For | For |
| 1c | Elect Director Kathy Hopinkah Hannan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Martin Laguerre | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Manon Laroche | Mgmt | For | For | For |
| 1f | Elect Director Eric A. Reeves | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Glenn A. Votek | Mgmt | For | For | For |
| 1h | Elect Director Scott Wede | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Annaly Capital Management, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1i | Elect Director Vicki Williams | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.42 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 4 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that lowering the requisite voting threshold for shareholders to act by written consent would enhance shareholder rights.* | | | | |

## Argan, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** AGX

**Record Date:** 04/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 04010E109

**Shares Voted:** 164

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Lisa L. Alexander | Mgmt | For | For | For |
| 1.2 | Elect Director Cynthia A. Flanders | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Peter W. Getsinger | Mgmt | For | For | For |
| 1.4 | Elect Director William F. Griffin, Jr. | Mgmt | For | For | For |
| 1.5 | Elect Director John R. Jeffrey, Jr. | Mgmt | For | For | For |
| 1.6 | Elect Director William F. Leimkuhler | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director James W. Quinn | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.8 | Elect Director Karen A. Sweeney | Mgmt | For | For | For |

## Argan, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.9 | Elect Director David H. Watson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 3 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |

## CapitaLand Integrated Commercial Trust

**Meeting Date:** 06/10/2026 **Country:** Singapore **Ticker:** C38U

**Record Date:** **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y0259J109

**Shares Voted:** 761,925

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Proposed Acquisition of the Property Known as Paragon, as an Interested Person Transaction | Mgmt | For | For | For |

## Clear Secure, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** YOU

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** 18467V109

**Shares Voted:** 351

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Caryn Seidman Becker | Mgmt | For | For | For |
| 1.2 | Elect Director Michael Z. Barkin | Mgmt | For | For | For |
| 1.3 | Elect Director Jeffery H. Boyd | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Tomago Collins | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Shawn Henry | Mgmt | For | For | For |
| 1.6 | Elect Director Kathryn A. Hollister | Mgmt | For | For | For |

## Clear Secure, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director Marne Levine | Mgmt | For | For | For |
| 1.8 | Elect Director Peter Scher | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.9 | Elect Director Adam J. Wiener | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the CEO's annual and long-term incentives are sufficiently tied to performance measures, disclosure and structural concerns exist. CEO Seidman-Becker's reported pay for FY25 increased nearly 90 percent, and concerns surrounding the significant increase in the CEO's LTI grant value are underscored by incomplete disclosure of LTI goals. Further, a new NEO received a sizeable one-time award which entirely lacked performance criteria. Finally, the structure of the long-term incentives for certain NEOs allow for performance-based awards to pay out at 50 percent of target, even when achievement is below threshold.* | | | | |
| 4 | Eliminate Supermajority Vote Requirements to Amend Charter and Bylaws and to Remove Directors | Mgmt | For | For | For |
| 5 | Amend Charter to Remove Definition of Officer for Purposes of Exculpation Under Delaware Law | Mgmt | For | For | For |

## Comcast Corporation

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** CMCSA

**Record Date:** 04/08/2026 **Meeting Type:** Annual

**Primary Security ID:** 20030N101

**Shares Voted:** 32,402

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kenneth J. Bacon | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Thomas J. Baltimore, Jr. | Mgmt | For | For | For |
| 1.3 | Elect Director Madeline S. Bell | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.4 | Elect Director Louise F. Brady | Mgmt | For | For | For |
| 1.5 | Elect Director Edward D. Breen | Mgmt | For | For | For |

## Comcast Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director Michael J. Cavanagh | Mgmt | For | For | For |
| 1.7 | Elect Director Jeffrey A. Honickman | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Wonya Y. Lucas | Mgmt | For | For | For |
| 1.9 | Elect Director Asuka Nakahara | Mgmt | For | For | For |
| 1.10 | Elect Director Brian L. Roberts | Mgmt | For | For | For |
| 1.11 | Elect Director Gordon Smith | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Concerns continue to be noted regarding the poor disclosure of certain STI and LTI targets. Of major concern, however, is the substantial promotional PSU award granted to new co-CEO Cavanagh, which is a highly unusual practice, particularly since he will continue to receive annual equity grants. Moreover, although the promotional award is entirely performance based, targets and goals were not disclosed.* | | | | |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Dick's Sporting Goods, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** DKS

**Record Date:** 04/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 253393102

**Shares Voted:** 347

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Mark J. Barrenechea | Mgmt | For | For | For |
| 1b | Elect Director Emanuel Chirico | Mgmt | For | For | For |
| 1c | Elect Director William J. Colombo | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Robert (Bob) Eddy, Anne Fink, and Larry Fitzgerald Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Dick's Sporting Goods, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Robert W. Eddy | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Robert (Bob) Eddy, Anne Fink, and Larry Fitzgerald Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Anne Fink | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Robert (Bob) Eddy, Anne Fink, and Larry Fitzgerald Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Larry Fitzgerald, Jr. | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Robert (Bob) Eddy, Anne Fink, and Larry Fitzgerald Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Lauren R. Hobart | Mgmt | For | For | For |
| 1h | Elect Director Sandeep Mathrani | Mgmt | For | For | For |
| 1i | Elect Director Desiree Ralls-Morrison | Mgmt | For | For | For |
| 1j | Elect Director Lawrence J. Schorr | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Robert (Bob) Eddy, Anne Fink, and Larry Fitzgerald Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Edward W. Stack | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Edward (Ed) Stack as his ownership of the supervoting shares provides him with de facto control of the company.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Business Decisions Involving Transgenderism | SH | Against | Against | Against |

## DoorDash, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** DASH

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** 25809K105

## DoorDash, Inc.

**Shares Voted:** 2,483

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Shona L. Brown | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of a Governance Committee chair on the ballot, a vote AGAINST incumbent director nominees Shona Brown, Alfred Lin, and Stanley Tang are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure and the classified board structure, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Milan Kovac | Mgmt | For | For | For |
| 1c | Elect Director Alfred Lin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of a Governance Committee chair on the ballot, a vote AGAINST incumbent director nominees Shona Brown, Alfred Lin, and Stanley Tang are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure and the classified board structure, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Stanley Tang | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of a Governance Committee chair on the ballot, a vote AGAINST incumbent director nominees Shona Brown, Alfred Lin, and Stanley Tang are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure and the classified board structure, each of which adversely impacts shareholder rights. A vote AGAINST Stanley Tang is also warranted as his ownership of the supervoting shares and participation in a voting agreement provides him and his co-founders with voting power control of the company. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |

## Everpure, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** P

**Record Date:** 04/16/2026 **Meeting Type:** Annual

**Primary Security ID:** 74624M102

**Shares Voted:** 1,485

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Andrew Brown | Mgmt | For | For | For |
| 1.2 | Elect Director John "Coz" Colgrove | Mgmt | For | For | For |
| 1.3 | Elect Director Roxanne Taylor | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Roxanne Taylor given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Everpure, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Fidelity National Financial, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** FNF
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 31620R303

**Shares Voted:** 910

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director William P. Foley, II | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for William (Bill) Foley II for serving as a director on more than five public company boards.* | | | | |
| 1.2 | Elect Director Douglas K. Ammerman | Mgmt | For | For | For |
| 1.3 | Elect Director Thomas M. Hagerty | Mgmt | For | For | For |
| 1.4 | Elect Director Peter O. Shea, Jr. | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Declassify the Board of Directors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company provides for automatic accelerated vesting of equity awards upon a change in control.* | | | | |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Fidelity National Information Services, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** FIS
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 31620M106

## Fidelity National Information Services, Inc.

**Shares Voted:** 4,407

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Nicole M. Anasenes | Mgmt | For | For | For |
| 1b | Elect Director Anil Chakravarthy | Mgmt | For | For | For |
| 1c | Elect Director Stephanie L. Ferris | Mgmt | For | For | For |
| 1d | Elect Director Kourtney K. Gibson | Mgmt | For | For | For |
| 1e | Elect Director Jeffrey A. Goldstein | Mgmt | For | For | For |
| 1f | Elect Director Lisa A. Hook | Mgmt | For | For | For |
| 1g | Elect Director Kenneth T. Lamneck | Mgmt | For | For | For |
| 1h | Elect Director Gary L. Lauer | Mgmt | For | For | For |
| 1i | Elect Director James B. Stallings, Jr. | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Annual incentives were primarily based on rigorous, pre-set objective metrics, and the CEO's annual LTI awards were primarily performance-based and utilize a multi-year performance period with growth-based metrics. Nevertheless, a quantitative pay-for-performance is underscored by successive significant increases in the CEO's target pay opportunities without substantiation in outperformance. Specifically, the CEO's target LTI award value increased for the second consecutive year amid sustained TSR underperformance, as was the case last year. The company also increased the CEO's base salary and target STI opportunity, which together with much larger equity award values have driven relatively high total pay amid poor long-term company performance.* | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## InterDigital, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** IDCC

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** 45867G101

**Shares Voted:** 117

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Derek K. Aberle | Mgmt | For | For | For |
| 1b | Elect Director Samir Armaly | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1c | Elect Director Lawrence (Liren) Chen | Mgmt | For | For | For |
| 1d | Elect Director Joan H. Gillman | Mgmt | For | For | For |

## InterDigital, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1e | Elect Director S. Douglas Hutcheson | Mgmt | For | For | For |
| 1f | Elect Director John A. Kritzmacher | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1g | Elect Director John D. Markley, Jr. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1h | Elect Director Jean F. Rankin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Amend Certificate of Incorporation to Allow the Exculpation of Officers | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Nasdaq, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** NDAQ
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 631103108

**Shares Voted:** 3,891

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Melissa M. Arnoldi | Mgmt | For | For | For |
| 1b | Elect Director Charlene T. Begley | Mgmt | For | For | For |
| 1c | Elect Director Adena T. Friedman | Mgmt | For | For | For |
| 1d | Elect Director Essa Kazim | Mgmt | For | For | For |
| 1e | Elect Director Thomas A. Kloet | Mgmt | For | For | For |
| 1f | Elect Director Kathryn A. Koch | Mgmt | For | For | For |
| 1g | Elect Director Holden Spaht | Mgmt | For | For | For |
| 1h | Elect Director Michael R. Splinter | Mgmt | For | For | For |
| 1i | Elect Director Johan Torgeby | Mgmt | For | For | For |
| 1j | Elect Director Toni Townes-Whitley | Mgmt | For | For | For |

## Nasdaq, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1k | Elect Director Jeffery W. Yabuki | Mgmt | For | For | For |
| 1l | Elect Director Alfred W. Zollar | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## NXP Semiconductors N.V.

**Meeting Date:** 06/10/2026 **Country:** Netherlands **Ticker:** NXPI

**Record Date:** 05/13/2026 **Meeting Type:** Annual

**Primary Security ID:** N6596X109

**Shares Voted:** 2,519

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Discharge of Board Members | Mgmt | For | For | For |
| 3a | Elect Rafael Sotomayor as Executive Director | Mgmt | For | For | For |
| 3b | Elect Annette Clayton as Non-Executive Director | Mgmt | For | For | For |
| 3c | Elect Anthony Foxx as Non-Executive Director | Mgmt | For | For | For |
| 3d | Elect Moshe Gavrielov as Non-Executive Director | Mgmt | For | For | For |
| 3e | Elect Chunyuan Gu as Non-Executive Director | Mgmt | For | For | For |
| 3f | Elect Lena Olving as Non-Executive Director | Mgmt | For | For | For |
| 3g | Elect Julie Southern as Non-Executive Director | Mgmt | For | For | For |
| 3h | Elect Jasmin Staiblin as Non-Executive Director | Mgmt | For | For | For |
| 3i | Elect Gregory Summe as Non-Executive Director | Mgmt | For | For | For |
| 3j | Elect Karl-Henrik Sundstrom as Non-Executive Director | Mgmt | For | For | For |
| 4 | Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital | Mgmt | For | For | For |
| 5 | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |

## NXP Semiconductors N.V.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 7 | Approve Cancellation of Ordinary Shares | Mgmt | For | For | For |
| 8 | Ratify EY Accountants B.V. as Auditors | Mgmt | For | For | For |
| 9 | Approve Remuneration of the Non-Executive Members of the Board | Mgmt | For | For | For |
| 10 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 11 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

## Q2 Holdings, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** QTWO
**Record Date:** 04/15/2026 **Meeting Type:** Annual
**Primary Security ID:** 74736L109

**Shares Voted:** 318

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director R. Lynn Atchison | Mgmt | For | For | For |
| 1.2 | Elect Director Matthew P. Flake | Mgmt | For | For | For |
| 1.3 | Elect Director Stephen C. Hooley | Mgmt | For | For | For |
| 1.4 | Elect Director Andre L. Mintz | Mgmt | For | For | For |
| 1.5 | Elect Director James R. Offerdahl | Mgmt | For | For | For |
| 1.6 | Elect Director Margaret L. Taylor | Mgmt | For | For | For |
| 1.7 | Elect Director Lynn Antipas Tyson | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Qualys, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** QLYS
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** 74758T303

## Qualys, Inc.

**Shares Voted:** 192

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Bradford L. Brooks | Mgmt | For | For | For |
| 1.2 | Elect Director Wendy M. Pfeiffer | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director John A. Zangardi | Mgmt | For | For | For |
| 2 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

## Target Corporation

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** TGT

**Record Date:** 04/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 87612E106

**Shares Voted:** 1,828

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director David P. Abney | Mgmt | For | For | For |
| 1b | Elect Director George S. Barrett | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Gail K. Boudreaux | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Stephen B. Bratspies | Mgmt | For | For | For |
| 1e | Elect Director Brian C. Cornell | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Brian Cornell and Christine Leahy are warranted in light of concerns over the company's recent succession and governance deficiencies.* | | | | |
| 1f | Elect Director Robert L. Edwards | Mgmt | For | For | For |
| 1g | Elect Director Michael J. Fiddelke | Mgmt | For | For | For |
| 1h | Elect Director John R. Hoke, III | Mgmt | For | For | For |

## Target Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1i | Elect Director Christine A. Leahy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Brian Cornell and Christine Leahy are warranted in light of concerns over the company's recent succession and governance deficiencies. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Monica C. Lozano | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Derica W. Rice | Mgmt | For | For | For |
| 1l | Elect Director Dmitri L. Stockton | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chair of the board.* | | | | |
| 6 | Report on Presence of Pesticides in Private Label Brands | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more information regarding pesticide use in brand products, given greater public scrutiny over pesticide use and its impacts on the environment.* | | | | |
| 7 | Report on Reducing Plastic Microfiber Shedding/Pollution | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as additional transparency through the requested report would enhance shareholders understanding of how the company is addressing microfiber pollution from its garments and mitigating emerging material risks.* | | | | |

## Thomson Reuters Corporation

**Meeting Date:** 06/10/2026 **Country:** Canada **Ticker:** TRI

**Record Date:** 04/13/2026 **Meeting Type:** Annual

**Primary Security ID:** 884903881

**Shares Voted:** 3,757

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director David Thomson | Mgmt | For | For | For |
| 1.2 | Elect Director Steve Hasker | Mgmt | For | For | For |

# Thomson Reuters Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Kirk E. Arnold | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Barry Salzberg, Kirk Arnold, Michael Friisdahl, Deanna Oppenheimer and Simon Paris for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 1.4 | Elect Director LaVerne Council | Mgmt | For | For | For |
| 1.5 | Elect Director Michael Friisdahl | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Barry Salzberg, Kirk Arnold, Michael Friisdahl, Deanna Oppenheimer and Simon Paris for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 1.6 | Elect Director Michael Medline | Mgmt | For | For | For |
| 1.7 | Elect Director Deanna Oppenheimer | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Barry Salzberg, Kirk Arnold, Michael Friisdahl, Deanna Oppenheimer and Simon Paris for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 1.8 | Elect Director Simon Paris | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Barry Salzberg, Kirk Arnold, Michael Friisdahl, Deanna Oppenheimer and Simon Paris for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 1.9 | Elect Director Kim M. Rivera | Mgmt | For | For | For |
| 1.10 | Elect Director Paul Sagan | Mgmt | For | For | For |
| 1.11 | Elect Director Barry Salzberg | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Barry Salzberg, Kirk Arnold, Michael Friisdahl, Deanna Oppenheimer and Simon Paris for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 1.12 | Elect Director Liz Hilton Segel | Mgmt | For | For | For |
| 1.13 | Elect Director Peter J. Thomson | Mgmt | For | For | For |
| 1.14 | Elect Director Beth Wilson | Mgmt | For | For | For |
| 2 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| | Shareholder Proposal | Mgmt | | | |
| 4 | SP 1: Human Rights Risk Assessment | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR the proposal is warranted as shareholders would benefit from an independent review of the company's human rights policy as such assessment would allow the company to better evaluate and its manage human rights impacts and related risks.* | | | | |

## Vertex, Inc.

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** VERX
**Record Date:** 04/15/2026 **Meeting Type:** Annual
**Primary Security ID:** 92538J106

**Shares Voted:** 258

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Eric Andersen | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Eric (Ric) Andersen: (i) in the absence of the Governance Committee chair on the ballot, given the board's failure to remove, or subject to a sunset requirement the classified board structure; and (ii) the dual class capital structure, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director David DeStefano | Mgmt | For | For | For |
| 1.3 | Elect Director Christopher Young | Mgmt | For | For | For |
| 2 | Ratify Crowe LLP as Auditors | Mgmt | For | For | For |

## Western Alliance Bancorporation

**Meeting Date:** 06/10/2026 **Country:** USA **Ticker:** WAL
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 957638109

**Shares Voted:** 3,021

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Bruce D. Beach | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Juan R. Figuereo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Greta Guggenheim | Mgmt | For | For | For |
| 1.4 | Elect Director Christopher A. Halmy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Mary Chris Jammet | Mgmt | For | For | For |
| 1.6 | Elect Director Marianne Boyd Johnson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Robert P. Latta | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Western Alliance Bancorporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.8 | Elect Director Anthony T. Meola | Mgmt | For | For | For |
| 1.9 | Elect Director Michael Papay | Mgmt | For | For | For |
| 1.10 | Elect Director Bryan K. Segedi | Mgmt | For | For | For |
| 1.11 | Elect Director Donald D. Snyder | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.12 | Elect Director Clarke Starnes, III | Mgmt | For | For | For |
| 1.13 | Elect Director Kenneth A. Vecchione | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group median CEO pay levels.* | | | | |
| 3 | Ratify RSM US LLP as Auditors | Mgmt | For | For | For |

## Wuxi Biologics (Cayman) Inc.

**Meeting Date:** 06/10/2026 **Country:** Cayman Islands **Ticker:** 2269

**Record Date:** 06/04/2026 **Meeting Type:** Annual

**Primary Security ID:** G97008117

**Shares Voted:** 106,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2a | Elect Ge Li as Director | Mgmt | For | For | For |
| 2b | Elect Kenneth Walton Hitchner III as Director | Mgmt | For | For | For |
| 2c | Elect Jue Chen as Director | Mgmt | For | For | For |
| 3 | Authorize Board of Directors or Any Duly Authorized Board Committee to Fix the Directors' Remuneration | Mgmt | For | For | For |
| 4 | Approve Deloitte Touche Tohmatsu as Auditors and Authorize the Board of Directors or Any Duly Authorized Board Committee to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding the proposed audit firm's conduct.* | | | | |

## Wuxi Biologics (Cayman) Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | For | For |
| 6 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |

## Accton Technology Corp.

**Meeting Date:** 06/11/2026 **Country:** Taiwan **Ticker:** 2345
**Record Date:** 04/10/2026 **Meeting Type:** Annual
**Primary Security ID:** Y0002S109

**Shares Voted:** 7,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Business Operations Report and Financial Statements | Mgmt | For | For | For |
| 2 | Approve Plan on Profit Distribution | Mgmt | For | For | For |
| 3 | Amend Procedures Governing the Acquisition or Disposal of Assets | Mgmt | For | For | For |

## Chipotle Mexican Grill, Inc.

**Meeting Date:** 06/11/2026 **Country:** USA **Ticker:** CMG
**Record Date:** 04/15/2026 **Meeting Type:** Annual
**Primary Security ID:** 169656105

**Shares Voted:** 8,353

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Albert S. Baldocchi | Mgmt | For | For | For |
| 1b | Elect Director Scott Boatwright | Mgmt | For | For | For |
| 1c | Elect Director Matthew A. Carey | Mgmt | For | For | For |
| 1d | Elect Director Patricia Fili-Krushel | Mgmt | For | For | For |
| 1e | Elect Director Laura Fuentes | Mgmt | For | For | For |
| 1f | Elect Director Mauricio Gutierrez | Mgmt | For | For | For |
| 1g | Elect Director Robin Hickenlooper | Mgmt | For | For | For |
| 1h | Elect Director Scott Maw | Mgmt | For | For | For |

## Chipotle Mexican Grill, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1i | Elect Director Josh Weinstein | Mgmt | For | For | For |
| 1j | Elect Director Mary Winston | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Custom Truck One Source, Inc.

**Meeting Date:** 06/11/2026 **Country:** USA **Ticker:** CTOS
**Record Date:** 04/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 23204X103

**Shares Voted:** 9,422

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Paul Bader | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for incumbent director nominees Paul Bader, Mark Ein, and David Glatt given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. WITHHOLD votes are warranted for all director nominees because the board is not majority independent. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Mark D. Ein | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for incumbent director nominees Paul Bader, Mark Ein, and David Glatt given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. WITHHOLD votes are warranted for all director nominees because the board is not majority independent. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director David Glatt | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a formal Governance Committee, WITHHOLD votes are warranted for incumbent director nominees Paul Bader, Mark Ein, and David Glatt given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. WITHHOLD votes are warranted for all director nominees because the board is not majority independent. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Dollarama Inc.

**Meeting Date:** 06/11/2026 **Country:** Canada **Ticker:** DOL
**Record Date:** 04/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 25675T107

# Dollarama Inc.

**Shares Voted:** 5,163

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Horacio (Haio) Barbeito | Mgmt | For | For | For |
| 1.2 | Elect Director Joshua Bekenstein | Mgmt | For | For | For |
| 1.3 | Elect Director Court D. Carruthers | Mgmt | For | For | For |
| 1.4 | Elect Director Elisa D. Garcia C. | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Stephen Gunn, Elisa Garcia C. and John Huw Thomas for lack of diversity on the board.* | | | | |
| 1.5 | Elect Director Stephen Gunn | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Stephen Gunn, Elisa Garcia C. and John Huw Thomas for lack of diversity on the board.* | | | | |
| 1.6 | Elect Director Kristin Mugford | Mgmt | For | For | For |
| 1.7 | Elect Director Neil Rossy | Mgmt | For | For | For |
| 1.8 | Elect Director Samira Sakhia | Mgmt | For | For | For |
| 1.9 | Elect Director Huw Thomas | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Stephen Gunn, Elisa Garcia C. and John Huw Thomas for lack of diversity on the board.* | | | | |
| 2 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| | Shareholder Proposals | Mgmt | | | |
| 4 | SP 1: Strengthen Shareholder Participation in Annual General Meetings (AGMs) | SH | Against | Against | Against |
| 5 | SP 2: Establish Formal Action Plan on Minimizing All Forms of Operations Waste | SH | Against | For | For |
| | *Voting Policy Rationale: Support FOR this proposal is warranted, as shareholders would benefit from the company establishing a policy to minimize waste in its operations by setting objectives and developing a formal action plan.* | | | | |
| 6 | SP 3: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements | SH | Against | Against | Against |
| 7 | SP 4: Advisory Vote on Environmental Policies | SH | Against | For | For |
| | *Voting Policy Rationale: Vote FOR this shareholder proposal. Additional information on the company's plans to reduce its GHG emissions would allow investors to better understand how the company is managing climate change-related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company.* | | | | |

## Everforth, Inc.

**Meeting Date:** 06/11/2026 **Country:** USA **Ticker:** EFOR
**Record Date:** 04/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 00191U102

**Shares Voted:** 208

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Mark A. Frantz | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Carol J. Lindstrom | Mgmt | For | For | For |
| 1.3 | Elect Director Arshad Matin | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## GPGI, Inc.

**Meeting Date:** 06/11/2026 **Country:** USA **Ticker:** GPGI
**Record Date:** 04/15/2026 **Meeting Type:** Annual
**Primary Security ID:** 20459V105

**Shares Voted:** 561

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Joseph J. DeAngelo | Mgmt | For | For | For |
| 1b | Elect Director Brian F. Hughes | Mgmt | For | For | For |
| 1c | Elect Director Mark R. James | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of a Governance Committee chair on the ballot, WITHHOLD votes are warranted for Governance Committee member Mark James given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1d | Elect Director Thomas R. Knott | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Hut 8 Corp.

**Meeting Date:** 06/11/2026 **Country:** USA **Ticker:** HUT
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 44812J104

**Shares Voted:** 379

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Joseph Flinn | Mgmt | For | For | For |
| 1b | Elect Director Asher Genoot | Mgmt | For | For | For |
| 1c | Elect Director Michael Ho | Mgmt | For | For | For |
| 1d | Elect Director E. Stanley O'Neal | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Carl J. (Rick) Rickertsen | Mgmt | For | For | For |
| 1f | Elect Director Mayo A. Shattuck, III | Mgmt | For | For | For |
| 1g | Elect Director William Tai | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Amy Wilkinson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This proposal does not warrant support as the pay-for-performance misalignment is not mitigated at this time. While sizeable equity awards following a recent business combination are not uncommon, their magnitude appears excessive and significantly higher than the median total pay of peer CEOs. Moreover, half of the annual incentives were tied to individual or qualitative factors, with payouts earned at maximum, further heightening concerns.* | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 38.73 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; and - The plan allows broad discretion to accelerate vesting.* | | | | |

## Kweichow Moutai Co., Ltd.

**Meeting Date:** 06/11/2026 **Country:** China **Ticker:** 600519
**Record Date:** 06/02/2026 **Meeting Type:** Annual
**Primary Security ID:** Y5070V116

## Kweichow Moutai Co., Ltd.

**Shares Voted:** 900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Report of the Independent Directors | Mgmt | For | For | For |
| 3 | Approve to Appoint Financial Auditor and Internal Control Auditor | Mgmt | For | For | For |
| 4 | Approve 2025 Profit Distribution and 2026 Interim Profit Distribution | Mgmt | For | For | For |
| 5 | Approve to Formulate Management Measures for Remuneration and Performance Evaluation of Directors and Senior Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted due to lack of sufficient disclosure.* | | | | |
| 6 | Approve Trademark Licensing Agreement | Mgmt | For | For | For |
| | ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 7.1 | Elect Chen Hua as Director | Mgmt | For | For | For |
| 7.2 | Elect Wang Li as Director | Mgmt | For | For | For |
| 7.3 | Elect Zhou Xue as Director | Mgmt | For | For | For |
| | ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 8.1 | Elect Guo Tianyong as Director | Mgmt | For | For | For |
| 8.2 | Elect Sheng Leiming as Director | Mgmt | For | For | For |
| 8.3 | Elect Wang Xin as Director | Mgmt | For | For | For |

## Monolithic Power Systems, Inc.

**Meeting Date:** 06/11/2026 **Country:** USA **Ticker:** MPWR

**Record Date:** 04/15/2026 **Meeting Type:** Annual

**Primary Security ID:** 609839105

**Shares Voted:** 361

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Victor K. Lee | Mgmt | For | Withhold | Withhold |

## Monolithic Power Systems, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Jeff Zhou | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## The Descartes Systems Group Inc.

**Meeting Date:** 06/11/2026 **Country:** Canada **Ticker:** DSG

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** 249906108

**Shares Voted:** 489

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Deepak Chopra | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Eric Demirian, Deepak Chopra and Dennis Maple for lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Eric A. Demirian | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Eric Demirian, Deepak Chopra and Dennis Maple for lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Dennis Maple | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Eric Demirian, Deepak Chopra and Dennis Maple for lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Jane Mowat | Mgmt | For | For | For |
| 1.5 | Elect Director Chris Muntwyler | Mgmt | For | For | For |
| 1.6 | Elect Director Jane O'Hagan | Mgmt | For | For | For |
| 1.7 | Elect Director Edward J. Ryan | Mgmt | For | For | For |
| 1.8 | Elect Director John J. Walker | Mgmt | For | For | For |
| 1.9 | Elect Director Laura Wilkin | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Re-approve Shareholder Rights Plan | Mgmt | For | For | For |
| 4 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |

## Zoom Communications, Inc.

**Meeting Date:** 06/11/2026 **Country:** USA **Ticker:** ZM
**Record Date:** 04/13/2026 **Meeting Type:** Annual
**Primary Security ID:** 98980L101

**Shares Voted:** 3,115

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Eric S. Yuan | Mgmt | For | For | For |
| 1.2 | Elect Director H.R. McMaster | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Herbert Raymond McMaster given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |

## Aedifica SA

**Meeting Date:** 06/12/2026 **Country:** Belgium **Ticker:** AED
**Record Date:** 05/29/2026 **Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** B0130A108

**Shares Voted:** 373

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Shareholders' Meeting Agenda | Mgmt | | | |
| 1 | Receive Special Board and Auditor Report Re: Joint Merger Proposal | Mgmt | | | |
| 2 | Notice of Significant Change in the Company's Assets and Liabilities | Mgmt | | | |
| 3 | Approve Exchange Ratio for the Merger by Absorption | Mgmt | For | For | For |
| 4 | Increase Share Capital in Accordance with the Merger Exchange Ratio | Mgmt | For | For | For |
| 5 | Amend Article 6 of the Articles of Association | Mgmt | For | For | For |
| 6 | Approve Auditors' Remuneration | Mgmt | For | For | For |

## Aedifica SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |

## AppFolio, Inc.

**Meeting Date:** 06/12/2026 **Country:** USA **Ticker:** APPF
**Record Date:** 04/16/2026 **Meeting Type:** Annual
**Primary Security ID:** 03783C100

**Shares Voted:** 104

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Olivia Nottebohm | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominee Olivia Nottebohm given the board's failure to remove, or subject to a reasonable sunset requirement, the problematic multi-class capital structure, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.* | | | | |
| 1.2 | Elect Director Saori Casey | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |

## Fortinet, Inc.

**Meeting Date:** 06/12/2026 **Country:** USA **Ticker:** FTNT
**Record Date:** 04/17/2026 **Meeting Type:** Annual
**Primary Security ID:** 34959E109

**Shares Voted:** 5,937

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Ken Xie | Mgmt | For | For | For |
| 1.2 | Elect Director Michael Xie | Mgmt | For | For | For |
| 1.3 | Elect Director Kenneth A. Goldman | Mgmt | For | For | For |
| 1.4 | Elect Director Ming Hsieh | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Fortinet, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.5 | Elect Director Jean Hu | Mgmt | For | For | For |
| 1.6 | Elect Director Janet Napolitano | Mgmt | For | For | For |
| 1.7 | Elect Director Judith Sim | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director James Stavridis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.9 | Elect Director Derek Kan | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |

## Fortune Electric Co., Ltd.

**Meeting Date:** 06/12/2026 **Country:** Taiwan **Ticker:** 1519

**Record Date:** 04/13/2026 **Meeting Type:** Annual

**Primary Security ID:** Y26168107

**Shares Voted:** 3,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated Financial Statements, Individual Financial Statements and Business Report | Mgmt | For | For | For |
| 2 | Approve Plan on Profit Distribution | Mgmt | For | For | For |
| 3 | Approve the Issuance of New Shares by Capitalization of Profit | Mgmt | For | For | For |
| | ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 4.1 | Elect Hsu, Bang-Fu, a Representative of Hsu,Bang-Fu No.1 Holding Co.,Ltd. as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Bang-Fu Hsu, I-Sheng Hsu, Shou-Hsiung Hsu, I-Te Hsu, Len-Kuo Hu, Yi-Cheun Shu (Hsu, Yi-Cheun), and Yun-Ching Yeh is warranted for lack of diversity on the board. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Hu, Len-Kuo is non-independent non-executive director under Social Advisory Services' classification; A vote FOR the remaining nominee(s) is warranted.* | | | | |

# Fortune Electric Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.2 | Elect Hsu, Shou-Hsiung as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Bang-Fu Hsu, I-Sheng Hsu, Shou-Hsiung Hsu, I-Te Hsu, Len-Kuo Hu, Yi-Cheun Shu (Hsu, Yi-Cheun), and Yun-Ching Yeh is warranted for lack of diversity on the board. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Hu, Len-Kuo is non-independent non-executive director under Social Advisory Services' classification; A vote FOR the remaining nominee(s) is warranted.* | | | | |
| 4.3 | Elect Hsu, Yi-Cheun (Shu, Yi-Cheun) as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Bang-Fu Hsu, I-Sheng Hsu, Shou-Hsiung Hsu, I-Te Hsu, Len-Kuo Hu, Yi-Cheun Shu (Hsu, Yi-Cheun), and Yun-Ching Yeh is warranted for lack of diversity on the board. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Hu, Len-Kuo is non-independent non-executive director under Social Advisory Services' classification; A vote FOR the remaining nominee(s) is warranted.* | | | | |
| 4.4 | Elect Hsu, I-Te, a Representative of Houde Capital Co.,Ltd. as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Bang-Fu Hsu, I-Sheng Hsu, Shou-Hsiung Hsu, I-Te Hsu, Len-Kuo Hu, Yi-Cheun Shu (Hsu, Yi-Cheun), and Yun-Ching Yeh is warranted for lack of diversity on the board. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Hu, Len-Kuo is non-independent non-executive director under Social Advisory Services' classification; A vote FOR the remaining nominee(s) is warranted.* | | | | |
| 4.5 | Elect Hsu, I-Sheng as Non-independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Bang-Fu Hsu, I-Sheng Hsu, Shou-Hsiung Hsu, I-Te Hsu, Len-Kuo Hu, Yi-Cheun Shu (Hsu, Yi-Cheun), and Yun-Ching Yeh is warranted for lack of diversity on the board. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Hu, Len-Kuo is non-independent non-executive director under Social Advisory Services' classification; A vote FOR the remaining nominee(s) is warranted.* | | | | |
| 4.6 | Elect Hu, Len-Kuo as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Bang-Fu Hsu, I-Sheng Hsu, Shou-Hsiung Hsu, I-Te Hsu, Len-Kuo Hu, Yi-Cheun Shu (Hsu, Yi-Cheun), and Yun-Ching Yeh is warranted for lack of diversity on the board. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Hu, Len-Kuo is non-independent non-executive director under Social Advisory Services' classification; A vote FOR the remaining nominee(s) is warranted.* | | | | |
| 4.7 | Elect Yeh, Yun-Ching as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Bang-Fu Hsu, I-Sheng Hsu, Shou-Hsiung Hsu, I-Te Hsu, Len-Kuo Hu, Yi-Cheun Shu (Hsu, Yi-Cheun), and Yun-Ching Yeh is warranted for lack of diversity on the board. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Hu, Len-Kuo is non-independent non-executive director under Social Advisory Services' classification; A vote FOR the remaining nominee(s) is warranted.* | | | | |
| 4.8 | Elect Chen, Hsiu-Lan as Independent Director | Mgmt | For | For | For |
| 4.9 | Elect Yu, Yung-Hong as Independent Director | Mgmt | For | For | For |
| 5 | Approve Release of Restrictions of Competitive Activities of Directors | Mgmt | For | For | For |

# Interroll Holding AG

**Meeting Date:** 06/12/2026 **Country:** Switzerland **Ticker:** INRN

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H4247Q117

**Shares Voted:** 5

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 32.00 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The report lacks a robust ex-post performance assessment to explain outcomes under the variable incentive plans. * Disclosure of the LTI plan remains poor, though performance appears to be assessed annually and the basis for awards granted in the past year is unclear based on reported results. * The base salary of the new CEO was set above that of his predecessor, while variable opportunity levels were also increased, without a rationale in either case. * The report does not address continued and significant shareholder dissent on prior votes.* | | | | |
| 4.2 | Approve Remuneration of Directors in the Amount of CHF 1.3 Million | Mgmt | For | For | For |
| 4.3 | Approve Remuneration of Executive Committee in the Amount of CHF 5.2 Million | Mgmt | For | For | For |
| 5.1 | Reelect Paul Zumbuehl as Director and Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1-5.7) Votes AGAINST the non-independent nominees: Paul Zumbuehl, David Kurmann, Stefano Mercorio, and Ingo Specht are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Stefano Mercorio is further warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1-6.2) A vote AGAINST the incumbent committee chair, Susanne Schreiber, is warranted due to a continued lack of responsiveness to low shareholder support on previous remuneration votes. A vote FOR the remaining nominee is warranted due to a lack of further concerns.* | | | | |
| 5.2 | Reelect Stefano Mercorio as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1-5.7) Votes AGAINST the non-independent nominees: Paul Zumbuehl, David Kurmann, Stefano Mercorio, and Ingo Specht are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Stefano Mercorio is further warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1-6.2) A vote AGAINST the incumbent committee chair, Susanne Schreiber, is warranted due to a continued lack of responsiveness to low shareholder support on previous remuneration votes. A vote FOR the remaining nominee is warranted due to a lack of further concerns.* | | | | |
| 5.3 | Reelect Ingo Specht as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1-5.7) Votes AGAINST the non-independent nominees: Paul Zumbuehl, David Kurmann, Stefano Mercorio, and Ingo Specht are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Stefano Mercorio is further warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1-6.2) A vote AGAINST the incumbent committee chair, Susanne Schreiber, is warranted due to a continued lack of responsiveness to low shareholder support on previous remuneration votes. A vote FOR the remaining nominee is warranted due to a lack of further concerns.* | | | | |

## Interroll Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.4 | Reelect Elena Cortona as Director | Mgmt | For | For | For |
| 5.5 | Reelect Susanne Schreiber as Director | Mgmt | For | For | For |
| 5.6 | Elect Barbara Bergmeier as Director | Mgmt | For | For | For |
| 5.7 | Elect David Kurmann as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1-5.7) Votes AGAINST the non-independent nominees: Paul Zumbuehl, David Kurmann, Stefano Mercorio, and Ingo Specht are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Stefano Mercorio is further warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1-6.2) A vote AGAINST the incumbent committee chair, Susanne Schreiber, is warranted due to a continued lack of responsiveness to low shareholder support on previous remuneration votes. A vote FOR the remaining nominee is warranted due to a lack of further concerns.* | | | | |
| 6.1 | Reappoint Susanne Schreiber as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Board elections (Items 5.1-5.7) Votes AGAINST the non-independent nominees: Paul Zumbuehl, David Kurmann, Stefano Mercorio, and Ingo Specht are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Stefano Mercorio is further warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1-6.2) A vote AGAINST the incumbent committee chair, Susanne Schreiber, is warranted due to a continued lack of responsiveness to low shareholder support on previous remuneration votes. A vote FOR the remaining nominee is warranted due to a lack of further concerns.* | | | | |
| 6.2 | Appoint Barbara Bergmeier as Member of the Compensation Committee | Mgmt | For | For | For |
| 7 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because the audit firm has been engaged for more than 10 years without a public tender process.* | | | | |
| 8 | Designate Francesco Adami as Independent Proxy | Mgmt | For | For | For |
| 9 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.* | | | | |

## KEYENCE Corp.

**Meeting Date:** 06/12/2026 **Country:** Japan **Ticker:** 6861

**Record Date:** 03/20/2026 **Meeting Type:** Annual

**Primary Security ID:** J32491102

## KEYENCE Corp.

**Shares Voted:** 2,048

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 275 | Mgmt | For | For | For |
| 2 | Amend Articles to Authorize Share Buybacks at Board's Discretion | Mgmt | For | For | For |
| 3.1 | Elect Director Nakano, Tetsuya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.2 | Elect Director Yamaguchi, Akiji | Mgmt | For | For | For |
| 3.3 | Elect Director Yamamoto, Hiroaki | Mgmt | For | For | For |
| 3.4 | Elect Director Terada, Kazuhiko | Mgmt | For | For | For |
| 3.5 | Elect Director Nakata, Yu | Mgmt | For | For | For |
| 3.6 | Elect Director Taniguchi, Seiichi | Mgmt | For | For | For |
| 3.7 | Elect Director Suenaga, Kumiko | Mgmt | For | For | For |
| 3.8 | Elect Director Yoshioka, Michifumi | Mgmt | For | For | For |
| 3.9 | Elect Director Satomi, Ryoko | Mgmt | For | For | For |
| 4 | Appoint Alternate Statutory Auditor Yamamoto, Masaharu | Mgmt | For | For | For |

## Regeneron Pharmaceuticals, Inc.

**Meeting Date:** 06/12/2026 **Country:** USA **Ticker:** REGN

**Record Date:** 04/14/2026 **Meeting Type:** Annual

**Primary Security ID:** 75886F107

**Shares Voted:** 1,235

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Joseph L. Goldstein | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Governance Committee members Christine (Chris) Poon, Joseph Goldstein, and Craig Thompson are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Christine A. Poon | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Governance Committee members Christine (Chris) Poon, Joseph Goldstein, and Craig Thompson are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director David P. Schenkein | Mgmt | For | For | For |

## Regeneron Pharmaceuticals, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Director Craig B. Thompson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST Governance Committee members Christine (Chris) Poon, Joseph Goldstein, and Craig Thompson are warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Huda Y. Zoghbi | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Toast, Inc.

**Meeting Date:** 06/12/2026 **Country:** USA **Ticker:** TOST
**Record Date:** 04/14/2026 **Meeting Type:** Annual
**Primary Security ID:** 888787108

**Shares Voted:** 3,316

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Kent Bennett | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kent Bennett and Susan Chapman-Hughes given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Susan E. Chapman-Hughes | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kent Bennett and Susan Chapman-Hughes given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Mark Hawkins | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |

## Century Aluminum Company

**Meeting Date:** 06/15/2026 **Country:** USA **Ticker:** CENX
**Record Date:** 04/17/2026 **Meeting Type:** Annual
**Primary Security ID:** 156431108

## Century Aluminum Company

**Shares Voted:** 1,254

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Jarl Berntzen | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Jennifer Bush | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Jesse Gary | Mgmt | For | For | For |
| 1.4 | Elect Director Errol Glasser | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Wilhelm van Jaarsveld | Mgmt | For | For | For |
| 1.6 | Elect Director Andrew Michelmore | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Tamla A. Olivier | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Datadog, Inc.

**Meeting Date:** 06/15/2026 **Country:** USA **Ticker:** DDOG

**Record Date:** 04/22/2026 **Meeting Type:** Annual

**Primary Security ID:** 23804L103

**Shares Voted:** 1,933

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Olivier Pomel | Mgmt | For | For | For |
| 1b | Elect Director Dev Ittycheria | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: - WITHHOLD votes are warranted for Governance Committee members Dev Ittycheria and Shardul Shah given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Datadog, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Shardul Shah | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: - WITHHOLD votes are warranted for Governance Committee members Dev Ittycheria and Shardul Shah given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Ami Vora | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: The company has not disclosed any short- and long-term E&S performance incentives; and The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Supermajority Vote Requirement | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as it would effectively eliminate the co-founders' (Pomel and L -Qu c's) veto power over bylaw amendments and certain charter amendments, which will benefit unaffiliated shareholders.* | | | | |

## DigitalOcean Holdings, Inc.

**Meeting Date:** 06/15/2026 **Country:** USA **Ticker:** DOCN

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 25402D102

**Shares Voted:** 262

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Warren Adelman | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Warren Adelman and Pueo Keffer given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Pueo Keffer | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Warren Adelman and Pueo Keffer given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## HubSpot, Inc.

**Meeting Date:** 06/15/2026 **Country:** USA **Ticker:** HUBS
**Record Date:** 04/17/2026 **Meeting Type:** Annual
**Primary Security ID:** 443573100

**Shares Voted:** 217

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Michael (Mike) Berry | Mgmt | For | For | For |
| 1b | Elect Director Claire Hughes Johnson | Mgmt | For | For | For |
| 1c | Elect Director Yamini Rangan | Mgmt | For | For | For |
| 1d | Elect Director Clara Shih | Mgmt | For | For | For |
| 1e | Elect Director Jay Simons | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed right to call special meetings would enable shareholders to have a more meaningful voice in various governance matters that impact their rights, with limited likelihood of abuse.* | | | | |
| 6 | Adjourn Meeting | Mgmt | For | For | For |

## Befesa SA

**Meeting Date:** 06/16/2026 **Country:** Luxembourg **Ticker:** BFSA
**Record Date:** 06/02/2026 **Meeting Type:** Annual/Special
**Primary Security ID:** L0R30V103

**Shares Voted:** 660

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Board's and Auditor's Reports | Mgmt | | | |
| 2 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 3 | Approve Financial Statements | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 5 | Approve Discharge of Directors | Mgmt | For | For | For |

## Befesa SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Approve Remuneration of Non-Executive Directors | Mgmt | For | For | For |
| 7 | Reelect Javier Molina Montes as Non-Independent Director | Mgmt | For | For | For |
| 8 | Reelect Asier Zarraonandia Ayo as Non-Independent Director | Mgmt | For | For | For |
| 9 | Reelect Georg Graf Waldersee as Independent Director | Mgmt | For | For | For |
| 10 | Reelect Frauke Heistermann as Independent Director | Mgmt | For | For | For |
| 11 | Reelect Natalia Latorre Arranz as Independent Director | Mgmt | For | For | For |
| 12 | Reelect Soledad Luca de Tena as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Soledad Luca de Tena Garcia Conde, Javier Petit Asumendi, and Helmut Wieser is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 13 | Reelect Javier Petit Asumendi as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Soledad Luca de Tena Garcia Conde, Javier Petit Asumendi, and Helmut Wieser is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 14 | Reelect Helmut Wieser as Independent Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Soledad Luca de Tena Garcia Conde, Javier Petit Asumendi, and Helmut Wieser is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 15 | Approve Remuneration Policy | Mgmt | For | For | For |
| 16 | Approve Remuneration Report | Mgmt | For | For | For |
| 17 | Renew Appointment of KPMG as Auditor | Mgmt | For | For | For |
| | Extraordinary Meeting Agenda | Mgmt | | | |
| 1 | Receive Board's Reports on Renewal of Authority to Increase Share Capital to Withdraw or Limit Statutory Preferential Subscription Rights | Mgmt | | | |
| 2 | Approve Renewal and Increase of Share Capital and to Withdraw or Limit Statutory Preferential Subscription Rights and Subsequent Amendment of Article 6 of the Articles of Association | Mgmt | For | For | For |

## Block, Inc.

**Meeting Date:** 06/16/2026 **Country:** USA **Ticker:** XYZ

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 852234103

## Block, Inc.

**Shares Voted:** 2,221

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Roelof Botha | Mgmt | For | For | For |
| 1.2 | Elect Director Amy Brooks | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Amy Brooks given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Shawn Carter | Mgmt | For | For | For |
| 1.4 | Elect Director James McKelvey | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Establish Board-Level Technology Committee | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. In light of the ongoing related controversies and legal settlements, the establishment of a dedicated board committee on technology would further serve to provide the company with more robust oversight of technology-related risks.* | | | | |

## Coinbase Global, Inc.

**Meeting Date:** 06/16/2026 **Country:** USA **Ticker:** COIN

**Record Date:** 04/21/2026 **Meeting Type:** Annual

**Primary Security ID:** 19260Q107

**Shares Voted:** 1,137

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Brian Armstrong | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are also warranted for Brian Armstrong as his ownership of the supervoting shares provides him with voting power control of the company.* | | | | |
| 1.2 | Elect Director Marc L. Andreessen | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Marc Andreessen, Frederick (Fred) Ehrsam III, and Gokul Rajaram given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure, the pop-up classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Andreessen, Ehrsam, and Rajaram due to the company's decision to obtain approval of the reincorporation to Texas via written consent, foregoing the transparency of a shareholder meeting. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Christa Davies | Mgmt | For | For | For |

## Coinbase Global, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Elect Director Frederick Ernest Ehrsam, III | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Marc Andreessen, Frederick (Fred) Ehrsam III, and Gokul Rajaram given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure, the pop-up classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Andreessen, Ehrsam, and Rajaram due to the company's decision to obtain approval of the reincorporation to Texas via written consent, foregoing the transparency of a shareholder meeting. WITHHOLD votes are further warranted for Ehrsam for serving as a non-independent (Social Advisory Services classification) member of a key board committee. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Kelly A. Kramer | Mgmt | For | For | For |
| 1.6 | Elect Director Chris Lehane | Mgmt | For | For | For |
| 1.7 | Elect Director Tobias Lutke | Mgmt | For | For | For |
| 1.8 | Elect Director Gokul Rajaram | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Marc Andreessen, Frederick (Fred) Ehrsam III, and Gokul Rajaram given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure, the pop-up classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Andreessen, Ehrsam, and Rajaram due to the company's decision to obtain approval of the reincorporation to Texas via written consent, foregoing the transparency of a shareholder meeting. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.9 | Elect Director Fred Wilson | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## CRRC Corporation Limited

**Meeting Date:** 06/16/2026 **Country:** China **Ticker:** 1766
**Record Date:** 06/10/2026 **Meeting Type:** Annual
**Primary Security ID:** Y1818X100

**Shares Voted:** 373,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Work Report of the Board | Mgmt | For | For | For |
| 2 | Approve Profit Distribution Plan | Mgmt | For | For | For |
| 3 | Authorize Board to Implement the Interim Profit Distribution | Mgmt | For | For | For |
| 4 | Approve Arrangement of Guarantees | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted since the company, and its subsidiaries will be taking in a disproportionate amount of risk relative to their ownership stake without compelling justification.* | | | | |

## CRRC Corporation Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Remuneration of the Directors | Mgmt | For | For | For |
| 6 | Approve Remuneration of the Supervisors | Mgmt | For | For | For |
| 7 | Approve KPMG Huazhen LLP Certified Public Accountants as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 8 | Approve Formulation of the Implementation Measures for Remuneration Management | Mgmt | For | For | For |
| 9 | Approve Grant of General Mandate to the Board to Issue Additional A Shares and H Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 10 | Approve Issuance of Debt Financing Instruments | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of disclosed information to assess the impact of the possible issuance of convertible securities on shareholder rights and values.* | | | | |

## Goldwind Science & Technology Co., Ltd.

**Meeting Date:** 06/16/2026 **Country:** China **Ticker:** 2208

**Record Date:** 06/09/2026 **Meeting Type:** Annual

**Primary Security ID:** Y97237112

**Shares Voted:** 26,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| 1 | Approve Report of the Board | Mgmt | For | For | For |
| 2 | Approve Annual Report | Mgmt | For | For | For |
| 3 | Approve Report of the Auditors and Audited Consolidated Financial Statements | Mgmt | For | For | For |
| 4 | Approve Final Dividend Distribution | Mgmt | For | For | For |
| 5 | Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as PRC auditor and Deloitte Touche Tohmatsu as International Auditor and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding Deloitte's conduct.* | | | | |

## Goldwind Science & Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Approve Operation of Exchange Rate Hedging Business | Mgmt | For | For | For |
| 7 | Approve Provision of Guarantees for the Company's Wholly-Owned and Controlled Subsidiaries within the Scope of the Consolidated Statement | Mgmt | For | For | For |
| 8 | Approve Provision of Letter of Guarantee for the Company's Wholly-Owned and Controlled Subsidiaries within the Scope of the Consolidated Statement | Mgmt | For | For | For |
| 9 | Approve Remuneration of Directors for 2025 and the Remuneration Plan for 2026 | Mgmt | For | For | For |

## IonQ, Inc.

**Meeting Date:** 06/16/2026 **Country:** USA **Ticker:** IONQ

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 46222L108

**Shares Voted:** 2,615

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kathryn K. Chou | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Kathryn (Kathy) Chou given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director William F. Scannell | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee demonstrated sufficient responsiveness to last year's low say-on-pay vote. However, there are pay magnitude and structural and disclosure concerns that underscore a pay-for-performance misalignment. It is positive that the pay program emphasizes performance-based pay, as the entirety of the CEO's ongoing equity awards were performance-conditioned. However, PSU goal disclosure is incomplete, and the magnitude of the CEO's FY25 compensation is relatively high. Concerns are exacerbated as he also received an additional $20 million RSU in connection with his appointment as chairman. Further, the company elected to make mid-year modifications to the PSUs granted earlier in the year, which resulted in a significant incremental value increase of more than $20 million.* | | | | |

## Keurig Dr Pepper Inc.

**Meeting Date:** 06/16/2026 **Country:** USA **Ticker:** KDP
**Record Date:** 04/20/2026 **Meeting Type:** Annual
**Primary Security ID:** 49271V100

**Shares Voted:** 15,955

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Timothy "Tim" Cofer | Mgmt | For | For | For |
| 1.2 | Elect Director Oray B. Boston, Jr. | Mgmt | For | For | For |
| 1.3 | Elect Director Brian Driscoll | Mgmt | For | For | For |
| 1.4 | Elect Director Juliette Hickman | Mgmt | For | For | For |
| 1.5 | Elect Director William "Bill" Newlands | Mgmt | For | For | For |
| 1.6 | Elect Director Pamela "Pam" Patsley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Debra Sandler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.8 | Elect Director Michael Van de Ven | Mgmt | For | For | For |
| 1.9 | Elect Director Lawson Whiting | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

## Mastercard Incorporated

**Meeting Date:** 06/16/2026 **Country:** USA **Ticker:** MA
**Record Date:** 04/21/2026 **Meeting Type:** Annual
**Primary Security ID:** 57636Q104

**Shares Voted:** 6,206

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Merit E. Janow | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Candido Bracher | Mgmt | For | For | For |

## Mastercard Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Richard K. Davis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Julius Genachowski | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Choon Phong Goh | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Oki Matsumoto | Mgmt | For | For | For |
| 1g | Elect Director Michael Miebach | Mgmt | For | For | For |
| 1h | Elect Director Youngme Moon | Mgmt | For | For | For |
| 1i | Elect Director Gabrielle Sulzberger | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Harit Talwar | Mgmt | For | For | For |
| 1k | Elect Director Lance Uggla | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.* | | | | |
| 5 | Provide for Cumulative Voting | SH | Against | Against | Against |

## Match Group, Inc.

**Meeting Date:** 06/16/2026 **Country:** USA **Ticker:** MTCH

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 57667L107

**Shares Voted:** 1,247

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Manuel Bronstein | Mgmt | For | For | For |
| 1b | Elect Director Laura Rachel Jones | Mgmt | For | For | For |

## Match Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Ann L. McDaniel | Mgmt | For | For | For |
| 1d | Elect Director Thomas J. McInerney | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the annual and long-term incentive programs were sufficiently performance-based, significant concerns are raised regarding the magnitude of the CEO's new hire awards, as well as the lack of compelling rationale for the awards.* | | | | |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The three-year average burn rate is excessive; and - The plan allows broad discretion to accelerate vesting.* | | | | |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## MetLife, Inc.

**Meeting Date:** 06/16/2026 **Country:** USA **Ticker:** MET

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 59156R108

**Shares Voted:** 13,794

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Daniel S. Glaser | Mgmt | For | For | For |
| 1b | Elect Director Carla A. Harris | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Laura J. Hay | Mgmt | For | For | For |
| 1d | Elect Director R. Glenn Hubbard | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Jeh C. Johnson | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director William E. Kennard | Mgmt | For | For | For |
| 1g | Elect Director Michel A. Khalaf | Mgmt | For | For | For |
| 1h | Elect Director Diana L. McKenzie | Mgmt | For | For | For |
| 1i | Elect Director Christian S. Mumenthaler | Mgmt | For | For | For |

## MetLife, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Michelle Seitz | Mgmt | For | For | For |
| 1k | Elect Director Mark A. Weinberger | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Next Vision Stabilized Systems Ltd.

**Meeting Date:** 06/16/2026 **Country:** Israel **Ticker:** NXSN

**Record Date:** 05/18/2026 **Meeting Type:** Special

**Primary Security ID:** M7S8CE118

**Shares Voted:** 0

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Grant of Options to Danielle Alexandrov, VP Business Development, Mergers & Acquisitions | Mgmt | For | For | |
| A | Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager | Mgmt | None | Refer | |
| | *Voting Policy Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.* | | | | |
| | Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney | Mgmt | | | |
| B1 | If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |

## Next Vision Stabilized Systems Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| B2 | If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |
| B3 | If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against. | Mgmt | None | Refer | |
| | *Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.* | | | | |

## Pegasystems Inc.

**Meeting Date:** 06/16/2026 **Country:** USA **Ticker:** PEGA

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 705573103

**Shares Voted:** 470

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Rohit Ghai | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Peter Gyenes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Richard Jones | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.4 | Elect Director Christopher Lafond | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Dianne Ledingham | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## Pegasystems Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director Sharon T. Rowlands | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Alan Trefler | Mgmt | For | For | For |
| 1.8 | Elect Director Larry Weber | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company allows for full board discretion in determining the treatment of outstanding equity awards upon a change in control.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Shopify Inc.

**Meeting Date:** 06/16/2026 **Country:** Canada **Ticker:** SHOP

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 82509L107

**Shares Voted:** 12,241

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for Holders of Class A Subordinate Voting and Class B Multiple Voting Shares | Mgmt | | | |
| 1A | Elect Director Tobias Lutke | Mgmt | For | For | For |
| 1B | Elect Director Joseph (Joe) Natale | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Joseph (Joe) Natale and Jeremy Levine for lack of diversity on the board.* | | | | |
| 1C | Elect Director Lulu Cheng Meservey | Mgmt | For | For | For |
| 1D | Elect Director Jeanne DeWitt Grosser | Mgmt | For | For | For |
| 1E | Elect Director David Heinemeier Hansson | Mgmt | For | For | For |
| 1F | Elect Director Jeremy Levine | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST incumbent nominating committee members Joseph (Joe) Natale and Jeremy Levine for lack of diversity on the board.* | | | | |
| 1G | Elect Director Prashanth Mahendra-Rajah | Mgmt | For | For | For |
| 1H | Elect Director Kevin Scott | Mgmt | For | For | For |

## Shopify Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1I | Elect Director Toby Shannan | Mgmt | For | For | For |
| 1J | Elect Director Fidji Simo | Mgmt | For | For | For |
| 2 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote on Executive Compensation Approach | Mgmt | For | For | For |
| | Shareholder Proposal | Mgmt | | | |
| 4 | Adopt a Policy on Responsible Use of Artificial Intelligence ("AI") in the Company's Business and Operations | SH | Against | For | For |

*Voting Policy Rationale: Vote FOR this shareholder proposal, as additional transparency through the requested report would enhance shareholders understanding of how the company is adapting to the proliferation of AI, integrating it into its business, and addressing the associated risks from both a governance and operational perspective.*

## Sichuan Chuantou Energy Co., Ltd.

**Meeting Date:** 06/16/2026 **Country:** China **Ticker:** 600674

**Record Date:** 06/10/2026 **Meeting Type:** Annual

**Primary Security ID:** Y7925C103

**Shares Voted:** 37,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Report on the Shareholder Return Plan for the Next Three Years (2026-2028) | Mgmt | For | For | For |
| 3 | Approve Report on the Profit Distribution Plan | Mgmt | For | For | For |
| 4 | Approve Report on the Annual Report and Summary | Mgmt | For | For | For |
| 5 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 6 | Approve Report on the Corporate Headquarters Financing Plan | Mgmt | For | For | For |
| 7 | Approve Appointment of Auditor and Authorization of the Board of Directors to Determine Audit Fees | Mgmt | For | For | For |

## Sichuan Chuantou Energy Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Approve Report on the Establishment of the Remuneration Management Measures for Directors and Senior Management Members | Mgmt | For | For | For |

## T-Mobile US, Inc.

**Meeting Date:** 06/16/2026 **Country:** USA **Ticker:** TMUS

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 872590104

**Shares Voted:** 2,262

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Marcelo Claure | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent.* | | | | |
| 1.2 | Elect Director Thomas Dannenfeldt | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent.* | | | | |
| 1.3 | Elect Director Srikant M. Datar | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent.* | | | | |
| 1.4 | Elect Director Srinivasan Gopalan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent.* | | | | |
| 1.5 | Elect Director Timotheus Hottges | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent.* | | | | |
| 1.6 | Elect Director Christian P. Illek | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. WITHHOLD votes are further warranted for Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of a key board committee.* | | | | |
| 1.7 | Elect Director James J. Kavanaugh | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent.* | | | | |
| 1.8 | Elect Director Raphael Kubler | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. WITHHOLD votes are further warranted for Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of a key board committee. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## T-Mobile US, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.9 | Elect Director Thorsten Langheim | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent.* | | | | |
| 1.10 | Elect Director Dominique Leroy | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. WITHHOLD votes are further warranted for Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of a key board committee. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.11 | Elect Director Letitia A. Long | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.12 | Elect Director G. Michael (Mike) Sievert | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent.* | | | | |
| 1.13 | Elect Director Teresa A. Taylor | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees because a majority of the board is not independent. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The outgoing CEO received severance, and his outstanding equity was accelerated, without an accompanying constructive job loss as he will remain employed by the company as a vice chairman, which is considered a problematic pay practice. In addition, for his role as vice chairman, he will receive an excessive $7.0 million base salary. Further, the new CEO and other NEOs received large special equity awards which seem to provide for a guaranteed threshold payout at 80 percent of target regardless of actual performance against the one-year performance goal.* | | | | |

## Twilio Inc.

**Meeting Date:** 06/16/2026 **Country:** USA **Ticker:** TWLO

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 90138F102

**Shares Voted:** 680

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Charles Bell | Mgmt | For | For | For |
| 1.2 | Elect Director Jeffrey R. Immelt | Mgmt | For | For | For |
| 1.3 | Elect Director Douglas Robinson | Mgmt | For | For | For |
| 1.4 | Elect Director Erika Rottenberg | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Twilio Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.* | | | | |
| 5 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Workday, Inc.

**Meeting Date:** 06/16/2026 **Country:** USA **Ticker:** WDAY

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 98138H101

**Shares Voted:** 1,212

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Wayne A.I. Frederick | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hawkins and Wayne Frederick is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST Wayne Frederick is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Mark J. Hawkins | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hawkins and Wayne Frederick is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Rhonda J. Morris | Mgmt | For | For | For |
| 1d | Elect Director George J. Still, Jr. | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the annual bonus is based entirely on well-disclosed, objective metrics, a portion of the bonus pays out based on projected performance mid-year, which can allow for payouts even if the overall performance level is ultimately below threshold. Additionally, the individual performance modifier potential is relatively large and poorly disclosed, though no individual performance modifications were made in FY26. Of greater concern, although the company introduced performance equity in FY26, a majority of NEO regular equity awards are in time-vesting equity without an extended time horizon. The performance equity also utilizes similar metrics and a performance period to the annual bonus program. Additionally, after fiscal year end, the company's returning CEO received a sizeable new-hire award valued at $135 million. The award is considered outsized with a substantial portion in time-vesting equity, and does not appear to be intended to cover multiple years of equity grants.* | | | | |

## Workday, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan lacks sufficient positive features (overriding factor); - The plan cost is excessive; - The three-year average burn rate is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting* | | | | |
| 5 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted as the number of shares reserved would result in excessive voting power dilution.* | | | | |
| 6 | Report on Employee Retention Rates by Demographic Category | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. The requested report would allow shareholders to evaluate risks related to the company's human capital management strategy.* | | | | |
| 7 | Disclosure of Voting Results Based on Class of Shares | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted. Differentiating the voting results on a per-class basis could help facilitate improved board accountability at the company.* | | | | |

## Zeta Global Holdings Corp.

**Meeting Date:** 06/16/2026 **Country:** USA **Ticker:** ZETA

**Record Date:** 04/17/2026 **Meeting Type:** Annual

**Primary Security ID:** 98956A105

**Shares Voted:** 920

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director William A. Landman | Mgmt | For | For | For |
| 1.2 | Elect Director Robert H. Niehaus | Mgmt | For | For | For |
| 1.3 | Elect Director Jeanine Barnett Silberblatt | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Jeanine Silberblatt for: - maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision; and - the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company provides for automatic accelerated vesting of equity awards upon a change in control; - A lack of the following risk-mitigating features: stock ownership guidelines and stock holding requirements; and - The company has not disclosed any short- and long-term E&S performance incentives.* | | | | |

## Autodesk, Inc.

**Meeting Date:** 06/17/2026 **Country:** USA **Ticker:** ADSK
**Record Date:** 04/22/2026 **Meeting Type:** Annual
**Primary Security ID:** 052769106

**Shares Voted:** 4,862

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Andrew Anagnost | Mgmt | For | For | For |
| 1b | Elect Director Stacy J. Smith | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Omar Abbosh | Mgmt | For | For | For |
| 1d | Elect Director Karen Blasing | Mgmt | For | For | For |
| 1e | Elect Director John T. Cahill | Mgmt | For | For | For |
| 1f | Elect Director Jeff Epstein | Mgmt | For | For | For |
| 1g | Elect Director Ayanna Howard | Mgmt | For | For | For |
| 1h | Elect Director Blake Irving | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Ram R. Krishnan | Mgmt | For | For | For |
| 1j | Elect Director Rami Rahim | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director A. Christine (Christie) Simons | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.* | | | | |

## Bechtle AG

**Meeting Date:** 06/17/2026 **Country:** Germany **Ticker:** BC8
**Record Date:** 05/26/2026 **Meeting Type:** Annual
**Primary Security ID:** D0873U103

## Bechtle AG

**Shares Voted:** 375

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.70 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2025 | Mgmt | For | For | For |
| 5a | Ratify Deloitte GmbH as Auditors for Fiscal 2026 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2026 | Mgmt | For | For | For |
| 5b | Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * Concerns are raised as to the design and considerable overlap of variable incentive plans that vested in FY 2025. Performance for the 2025-2029 LTI tranche was only measured over a one-year period, and the main performance criterion, EBT, is identical to that of the STI. In addition, the 2022-2025 LTI tranche fully vested in 2025 and was also based primarily on EBT.*

## Colonial SFL SOCIMI SA

**Meeting Date:** 06/17/2026 **Country:** Spain **Ticker:** COL
**Record Date:** 06/12/2026 **Meeting Type:** Annual
**Primary Security ID:** E6451E105

**Shares Voted:** 1,973

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Approve Standalone Financial Statements | Mgmt | For | For | For |
| 1.2 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 2.1 | Approve Allocation of Income | Mgmt | For | For | For |
| 2.2 | Approve Dividends | Mgmt | For | For | For |
| 3 | Approve Discharge of Board | Mgmt | For | For | For |
| 4 | Approve Reduction in Share Capital via Cancellation of Treasury Shares | Mgmt | For | For | For |

## Colonial SFL SOCIMI SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 20 Percent of Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the potential dilution deriving from this authorization exceeds the 10 percent guideline for generic capital increases without pre-emptive rights.* | | | | |
| 6 | Authorize Company to Call EGM with 15 Days' Notice | Mgmt | For | For | For |
| 7.1 | Reelect Juan Jose Brugera Clavero as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the election of the proposed non-independent non-executive director Juan Jose Bruguera under Item 7.1 is warranted due to insufficient board independence for a widely held non-controlled company.* | | | | |
| 7.2 | Reelect Pedro Vinolas Serra as Director | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy | Mgmt | For | For | For |
| 9 | Approve Long-Term Incentive Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because: The company does not provide details on the metrics respective weightings, performance targets, or vesting schedules, limiting overall transparency. The award opportunity, amounting to 300 percent of the CEO s base salary per cycle, appears elevated, particularly in light of the overlapping structure of the plan, which may result in significant cumulative pay outcomes over time. The plan provides for accelerated, full vesting of awards in a CiC event (double trigger).* | | | | |
| 10 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |
| 11 | Amend Article 1 of General Meeting Regulations | Mgmt | For | For | For |
| 12 | Receive Amendments to Board of Directors Regulations | Mgmt | | | |
| 13 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## CrowdStrike Holdings, Inc.

**Meeting Date:** 06/17/2026 **Country:** USA **Ticker:** CRWD
**Record Date:** 04/24/2026 **Meeting Type:** Annual
**Primary Security ID:** 22788C105

**Shares Voted:** 7,106

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Johanna Flower | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are therefore also warranted for incumbent directors Johanna Flower and Denis O'Leary, in the absence of a say-on-pay proposal or Compensation Committee member on the ballot, given concerns regarding the magnitude of annual LTI and mega equity awards. Additional structural concerns surrounding the incentive programs were identified.* | | | | |

## CrowdStrike Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Denis J. O'Leary | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Denis O'Leary given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Governance Committee member Denis O'Leary due to the action of the board to exclude a nonbinding shareholder proposal that sought to eliminate the supermajority vote requirements from this year's ballot. Ordinarily, due to the company's problematic compensation practices, Social Advisory Services would recommend that shareholders withhold votes from members of the Compensation Committee at this year's annual meeting. However, due to the classified board structure, no Compensation Committee members are standing for election this year. The staggered board prevents shareholders from providing adequate feedback to the company's directors that are most responsible. WITHHOLD votes are therefore also warranted for incumbent directors Johanna Flower and Denis O'Leary, in the absence of a say-on-pay proposal or Compensation Committee member on the ballot, given concerns regarding the magnitude of annual LTI and mega equity awards. Additional structural concerns surrounding the incentive programs were identified. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Mgmt | For | For | For |
| 4 | Ratify Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the retention of the supermajority vote requirements could inhibit shareholders' abilities to amend the charter or bylaws to adopt a more shareholder-friendly governance structure.* | | | | |

## eBay Inc.

**Meeting Date:** 06/17/2026 **Country:** USA **Ticker:** EBAY
**Record Date:** 04/20/2026 **Meeting Type:** Annual
**Primary Security ID:** 278642103

**Shares Voted:** 6,707

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Adriane M. Brown | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Aparna Chennapragada | Mgmt | For | For | For |
| 1c | Elect Director E. Carol Hayles | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Jamie Iannone | Mgmt | For | For | For |
| 1e | Elect Director Shripriya Mahesh | Mgmt | For | For | For |
| 1f | Elect Director William D. Nash | Mgmt | For | For | For |

## eBay Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1g | Elect Director Paul S. Pressler | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Zane C. Rowe | Mgmt | For | For | For |
| 1i | Elect Director Brian H. Sharples | Mgmt | For | For | For |
| 1j | Elect Director Mohak Shroff | Mgmt | For | For | For |
| 1k | Elect Director Perry M. Traquina | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Shareholders may choose not to support this proposal due to the presence of a potential acquiror with a substantial economic stake. Nevertheless, the shareholder in question has not yet accumulated a 10 percent economic stake nor a substantial ownership stake, and this shareholder proposal is non-binding in nature, meaning the board would retain flexibility regarding how and when to implement the lower threshold if it is approved. Therefore, the risks associated with the potential misuse of the lower ownership threshold are not considered to outweigh the benefits of enhancing shareholders' access to the special meeting right at this time.* | | | | |

## Eisai Co., Ltd.

**Meeting Date:** 06/17/2026 **Country:** Japan **Ticker:** 4523
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J12852117

**Shares Voted:** 3,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Naito, Haruo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Ike, Fumihiko | Mgmt | For | For | For |
| 1.3 | Elect Director Kato, Hiroyuki | Mgmt | For | For | For |
| 1.4 | Elect Director Richard Thornley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent nominating committee member and there is a lack of diversity on the board.* | | | | |
| 1.5 | Elect Director Moriyama, Toru | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent nominating committee member and there is a lack of diversity on the board.* | | | | |

## Eisai Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director Yasuda, Yuko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent nominating committee member and there is a lack of diversity on the board.* | | | | |
| 1.7 | Elect Director Kanai, Takuji | Mgmt | For | For | For |
| 1.8 | Elect Director Takahashi, Kenta | Mgmt | For | For | For |
| 1.9 | Elect Director Okada, Yasushi | Mgmt | For | For | For |
| 1.10 | Elect Director Ueda, Ryoko | Mgmt | For | For | For |
| 1.11 | Elect Director Kawana, Koichi | Mgmt | For | For | For |
| 1.12 | Elect Director Toyoda, Yuko | Mgmt | For | For | For |

## GitLab Inc.

**Meeting Date:** 06/17/2026 **Country:** USA **Ticker:** GTLB
**Record Date:** 04/21/2026 **Meeting Type:** Annual
**Primary Security ID:** 37637K108

**Shares Voted:** 573

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Karen Blasing | Mgmt | For | For | For |
| 1.2 | Elect Director Godfrey Sullivan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Godfrey Sullivan given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 30.56 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&S performance incentives; and - The company has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |

## International Consolidated Airlines Group SA

**Meeting Date:** 06/17/2026 **Country:** Spain **Ticker:** IAG
**Record Date:** 06/13/2026 **Meeting Type:** Annual
**Primary Security ID:** E67674106

# International Consolidated Airlines Group SA

**Shares Voted:** 13,994

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Non-Financial Information Statement and Sustainability Information Report | Mgmt | For | For | For |
| 3 | Approve Discharge of Board | Mgmt | For | For | For |
| 4 | Reappoint KPMG Auditores SL as Auditors | Mgmt | For | For | For |
| 5 | Approve Allocation of Income | Mgmt | For | For | For |
| 6 | Approve Final Dividend | Mgmt | For | For | For |
| 7 | Approve Reduction in Share Capital via Cancellation of Shares | Mgmt | For | For | For |
| 8a | Re-elect Javier Ferran as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Francisco Javier Ferran Larraz, Heather McSharry, Margaret Ewing, and Paivi Rekonen Fleischer is warranted for lack of diversity on the board.* | | | | |
| 8b | Re-elect Luis Gallego as Director | Mgmt | For | For | For |
| 8c | Re-elect Eva Castillo as Director | Mgmt | For | For | For |
| 8d | Re-elect Margaret Ewing as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Francisco Javier Ferran Larraz, Heather McSharry, Margaret Ewing, and Paivi Rekonen Fleischer is warranted for lack of diversity on the board.* | | | | |
| 8e | Re-elect Maurice Lam as Director | Mgmt | For | For | For |
| 8f | Re-elect Bruno Matheu as Director | Mgmt | For | For | For |
| 8g | Re-elect Heather McSharry as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Francisco Javier Ferran Larraz, Heather McSharry, Margaret Ewing, and Paivi Rekonen Fleischer is warranted for lack of diversity on the board.* | | | | |
| 8h | Re-elect Simone Menne as Director | Mgmt | For | For | For |
| 8i | Re-elect Robin Phillips as Director | Mgmt | For | For | For |
| 8j | Re-elect Paivi Rekonen as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Francisco Javier Ferran Larraz, Heather McSharry, Margaret Ewing, and Paivi Rekonen Fleischer is warranted for lack of diversity on the board.* | | | | |
| 8k | Elect Daniel Pinto as Director | Mgmt | For | For | For |
| 9 | Approve Remuneration Report | Mgmt | For | For | For |

## International Consolidated Airlines Group SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Authorise Market Purchase of Shares | Mgmt | For | For | For |
| 11 | Authorise Issue of Equity | Mgmt | For | For | For |
| 12 | Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities | Mgmt | For | For | For |
| 13a | Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights | Mgmt | For | For | For |
| 13b | Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment | Mgmt | For | For | For |
| 14 | Authorise Ratification of Approved Resolutions | Mgmt | For | For | For |

## Iveco Group NV

**Meeting Date:** 06/17/2026 **Country:** Netherlands **Ticker:** IVG

**Record Date:** 05/20/2026 **Meeting Type:** Annual

**Primary Security ID:** N47017103

**Shares Voted:** 808

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Open Meeting | Mgmt | | | |
| 2.a. | Receive Report of Management Board (Non-Voting) | Mgmt | | | |
| 2.b. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2.c. | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 2.d. | Approve Remuneration Report | Mgmt | For | For | For |
| 2.e. | Discussion Compliance with the Revised Dutch Corporate Governance Code | Mgmt | | | |
| 3.a. | Approve Discharge of Executive Directors | Mgmt | For | For | For |
| 3.b. | Approve Discharge of Non-Executive Directors | Mgmt | For | For | For |

# Iveco Group NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.a. | Reelect Suzanne Heywood as Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR the election of Olof Persson, Judy Curran, Tufan Erginbilgic and Essimari Kairisto is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST nominee Lorenzo Simonelli, Suzanne Heywood, and Alessandro Nasi is warranted as the nominees are considered to be overboarded. Finally, concerns are raised regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.* | | | | |
| 4.b. | Reelect Olof Persson as Executive Director | Mgmt | For | For | For |
| 4.c. | Reelect Judy Curran as Non-Executive Director | Mgmt | For | For | For |
| 4.d. | Reelect Tufan Erginbilgic as Non-Executive Director | Mgmt | For | For | For |
| 4.e. | Reelect Clara Fain as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR the election of Olof Persson, Judy Curran, Tufan Erginbilgic and Essimari Kairisto is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST nominee Lorenzo Simonelli, Suzanne Heywood, and Alessandro Nasi is warranted as the nominees are considered to be overboarded. Finally, concerns are raised regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.* | | | | |
| 4.f. | Reelect Essimari Kairisto as Non-Executive Director | Mgmt | For | For | For |
| 4.g. | Reelect Linda Knoll as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR the election of Olof Persson, Judy Curran, Tufan Erginbilgic and Essimari Kairisto is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST nominee Lorenzo Simonelli, Suzanne Heywood, and Alessandro Nasi is warranted as the nominees are considered to be overboarded. Finally, concerns are raised regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.* | | | | |
| 4.h. | Reelect Alessandro Nasi as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR the election of Olof Persson, Judy Curran, Tufan Erginbilgic and Essimari Kairisto is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST nominee Lorenzo Simonelli, Suzanne Heywood, and Alessandro Nasi is warranted as the nominees are considered to be overboarded. Finally, concerns are raised regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.* | | | | |
| 4.i. | Reeect Lorenzo Simonelli as Non-Executive Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR the election of Olof Persson, Judy Curran, Tufan Erginbilgic and Essimari Kairisto is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST nominee Lorenzo Simonelli, Suzanne Heywood, and Alessandro Nasi is warranted as the nominees are considered to be overboarded. Finally, concerns are raised regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.* | | | | |
| 5. | Ratify Deloitte Accountants B.V. as Auditors | Mgmt | For | For | For |

## Iveco Group NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.a. | Grant Board Authority to Issue Common Shares | Mgmt | For | For | For |
| 6.b. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 6.c. | Grant Board Authority to Issue Special Voting Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR item 6.a. and 6.b. is warranted because it is in line with commonly used safeguards regarding volume and duration. A vote AGAINST item 6.c. as the proposed special voting share right issuance is not in line with common safeguards in terms of volume and duration.* | | | | |
| 6.d. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 7. | Close Meeting | Mgmt | | | |

## KDDI Corp.

**Meeting Date:** 06/17/2026 **Country:** Japan **Ticker:** 9433

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J31843105

**Shares Voted:** 13,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 40 | Mgmt | For | For | For |
| 2.1 | Elect Director Takahashi, Makoto | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. * Given the implication of the improper transactions at its subsidiaries, support for Chairman Makoto Takahashi does not appear appropriate at this time. * Takahashi has been on the board since 2007 and his board tenure overlaps with the period when the misconduct occurred and the investigation committee concludes that KDDI, along with the subsidiary, bore organizational responsibility for the incident, whose financial impact was not marginal.* | | | | |
| 2.2 | Elect Director Matsuda, Hiromichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Saishoji, Nanae | Mgmt | For | For | For |
| 2.4 | Elect Director Katsuki, Tomohiko | Mgmt | For | For | For |
| 2.5 | Elect Director Hosoi, Hiroaki | Mgmt | For | For | For |
| 2.6 | Elect Director Sasaki, Masami | Mgmt | For | For | For |
| 2.7 | Elect Director Ina, Norihiko | Mgmt | For | For | For |
| 2.8 | Elect Director Tannowa, Tsutomu | Mgmt | For | For | For |
| 2.9 | Elect Director Okawa, Junko | Mgmt | For | For | For |

## KDDI Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.10 | Elect Director Okumiya, Kyoko | Mgmt | For | For | For |
| 2.11 | Elect Director Ando, Makoto | Mgmt | For | For | For |
| 2.12 | Elect Director Ikeda, Junichiro | Mgmt | For | For | For |
| 3.1 | Appoint Statutory Auditor Masuda, Kazuhiko | Mgmt | For | For | For |
| 3.2 | Appoint Statutory Auditor Ogasawara, Kenichi | Mgmt | For | For | For |
| 4 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Statutory Auditors | Mgmt | For | For | For |

## Laboratorios Farmaceuticos Rovi SA

**Meeting Date:** 06/17/2026 **Country:** Spain **Ticker:** ROVI

**Record Date:** 06/12/2026 **Meeting Type:** Annual

**Primary Security ID:** E6996D109

**Shares Voted:** 127

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 4 | Approve Discharge of Board | Mgmt | For | For | For |
| 5 | Reelect Marina del Corral Tellez as Director | Mgmt | For | For | For |
| 6 | Approve Annual Maximum Remuneration | Mgmt | For | For | For |
| 7.1 | Renew Appointment of KPMG Auditores as Auditor for FY 2026 | Mgmt | For | For | For |
| 7.2 | Renew Appointment of KPMG Auditores as Auditor for FY 2027-2029 | Mgmt | For | For | For |
| 8 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 9 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |

## Nippon Sanso Holdings Corp.

**Meeting Date:** 06/17/2026 **Country:** Japan **Ticker:** 4091
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J5545N100

**Shares Voted:** 1,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 33 | Mgmt | For | For | For |
| 2.1 | Elect Director Watanabe, Tadaharu | Mgmt | For | For | For |
| 2.2 | Elect Director Nagata, Kenji | Mgmt | For | For | For |
| 2.3 | Elect Director Raoul Giudici | Mgmt | For | For | For |
| 2.4 | Elect Director Alan David Draper | Mgmt | For | For | For |
| 2.5 | Elect Director Hara, Miri | Mgmt | For | For | For |
| 2.6 | Elect Director Nagasawa, Katsumi | Mgmt | For | For | For |
| 2.7 | Elect Director Miyatake, Masako | Mgmt | For | For | For |
| 2.8 | Elect Director Nakajima, Hideo | Mgmt | For | For | For |
| 2.9 | Elect Director Yamaji, Katsuhito | Mgmt | For | For | For |
| 3 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## Nippon Yusen KK

**Meeting Date:** 06/17/2026 **Country:** Japan **Ticker:** 9101
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J56515232

**Shares Voted:** 1,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 115 | Mgmt | For | For | For |
| 2.1 | Elect Director Nagasawa, Hitoshi | Mgmt | For | For | For |
| 2.2 | Elect Director Soga, Takaya | Mgmt | For | For | For |
| 2.3 | Elect Director Kono, Akira | Mgmt | For | For | For |
| 2.4 | Elect Director Suzuki, Yasunobu | Mgmt | For | For | For |
| 2.5 | Elect Director Tanabe, Eiichi | Mgmt | For | For | For |

## Nippon Yusen KK

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.6 | Elect Director Shisai, Satoko | Mgmt | For | For | For |
| 2.7 | Elect Director Kuwabara, Satoko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: - The company's poor information disclosure prevents shareholders from calculating attendance rate.* | | | | |

## SES SA

**Meeting Date:** 06/17/2026 **Country:** Luxembourg **Ticker:** SESG

**Record Date:** **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** L8300G135

**Shares Voted:** 1,936

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Meeting Agenda | Mgmt | | | |
| 1 | Attendance List, Quorum, and Adoption of Agenda | Mgmt | | | |
| 2 | Nominate Secretary and Two Scrutineers | Mgmt | | | |
| 3 | Approve Cancellation of Shares under the Buy-Back Program and Reduction of Share Capital by Cancellation of Class A and B Shares and Subsequent Amendment of Article 4, Paragraph 1 of the Articles of Association | Mgmt | For | For | For |
| 4 | Approve Decision to Introduce Indemnification Provisions for Directors and Executive Committee and Subsequent Addition of New Paragraphs (F), (G) and (H) to Article 9 of the Articles of Association | Mgmt | For | For | For |
| 5 | Approve Decision to Grant the Board of Directors to Determine the Date of the Annual General Meeting and Subsequent Amendment of Article 19, First Paragraph of the Articles of Association of the Company | Mgmt | For | For | For |
| 6 | Approve Decision to Determine the Location of the Annual General Meeting and of Any Other General Meetings and Subsequent Amendment of Article 20 of the Articles of Association | Mgmt | For | For | For |

## SES SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Amend Decision to Amend the Convening Notice Requirements for General Meetings to Specify Applicable Publication Obligations and Subsequent Amendment of Article 21, 1st Paragraph and Addition of New Article 21, 2nd Paragraph to the Articles of Association | Mgmt | For | For | For |
| 8 | Approve Decision to Allow General Meetings to be held in Hybrid Mode and Subsequent Addition of New Article 22, Fourth Paragraph to the Articles of Association | Mgmt | For | For | For |
| 9 | Approve Decision to Allow the Company Secretary to Sign Any Copy or Extract of the Minutes of the Meetings of the Board and Subsequent Amendment of Article 14, Second Paragraph of the Articles of Association | Mgmt | For | For | For |
| 10 | Approve Decision to Determine the Documents and Items to be Approved at the Annual General Meeting and Subsequent Amendment of Article 27 of the Articles of Association | Mgmt | For | For | For |
| 11 | Approve Decision to Introduce Disclosure Obligations Requiring the Company to Make Specified Documents and Information Available to Shareholders in Connection with General Meetings of and Subsequent Amendment of Article 29 of the Articles of Association | Mgmt | For | For | For |
| 12 | Approve Decision to Determine the Matters on Which the Auditor is Called to Report on at the Annual General Meeting and Subsequent Amendment of Article 30 of the Articles of Association | Mgmt | For | For | For |
| 13 | Transact Other Business (Non-Voting) | Mgmt | | | |

## Sixt SE

**Meeting Date:** 06/17/2026 **Country:** Germany **Ticker:** SIX2

**Record Date:** 05/26/2026 **Meeting Type:** Annual

**Primary Security ID:** D69899116

# Sixt SE

**Shares Voted:** 147

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 3.20 per Ordinary Share and EUR 3.22 per Preferred Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2025 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the discharge of supervisory board chair Erich Sixt (Item 4.1), as well as the discharge of the management board (Item 3) are warranted because: * Supervisory board chair Erich Sixt and his sons, co-CEOs Alexander Sixt and Konstantin Sixt, are beneficiaries of the company's unequal voting structure. Moreover, the discharge of the management board has been submitted as a bundled voting item, which does not allow shareholders to target the specific individuals primarily responsible for, or benefiting from, the unequal vote structure. Votes FOR the discharge of the remaining supervisory board members are warranted because there is no evidence that they have not fulfilled their fiduciary duties.* | | | | |
| 4.1 | Approve Discharge of Supervisory Board Member Erich Sixt for Fiscal Year 2025 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the discharge of supervisory board chair Erich Sixt (Item 4.1), as well as the discharge of the management board (Item 3) are warranted because: * Supervisory board chair Erich Sixt and his sons, co-CEOs Alexander Sixt and Konstantin Sixt, are beneficiaries of the company's unequal voting structure. Moreover, the discharge of the management board has been submitted as a bundled voting item, which does not allow shareholders to target the specific individuals primarily responsible for, or benefiting from, the unequal vote structure. Votes FOR the discharge of the remaining supervisory board members are warranted because there is no evidence that they have not fulfilled their fiduciary duties.* | | | | |
| 4.2 | Approve Discharge of Supervisory Board Member Daniel Terberger for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Julian zu Putlitz for Fiscal Year 2025 | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Supervisory Board Member Anna Kamenetzky-Wetzel for Fiscal Year 2025 | Mgmt | For | For | For |
| 5.1 | Ratify Forvis Mazars GmbH & Co. KG as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Statements Until 2027 AGM | Mgmt | For | For | For |
| 5.2 | Ratify Forvis Mazars GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |

## Sixt SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The co-CEOs received substantial target compensation increases (base salary, STI, and LTI) without a compelling rationale, which raises particular concern considering that pay quantum appears at a high level compared to market practice. * The threshold EBT target for the co-CEOs under the STI is set at a lower level than for other executives and does not appear rigorous. * One-third of the LTI awards granted under the 2023 remuneration system and 100 percent of the awards granted under the 2021 remuneration system are not subject to separate performance conditions, although they are allocated based on EBT performance. However, no awards vested in FY 2025.* | | | | |
| 7 | Approve Supervisory Board Remuneration Policy | Mgmt | For | For | For |
| 8 | Approve Affiliation Agreement with SXT Projects GmbH | Mgmt | For | For | For |
| 9 | Approve Affiliation Agreement with SXT Projects and Services 2 GmbH | Mgmt | For | For | For |

## SoFi Technologies, Inc.

**Meeting Date:** 06/17/2026 **Country:** USA **Ticker:** SOFI

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 83406F102

**Shares Voted:** 3,741

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Ruzwana Bashir | Mgmt | For | For | For |
| 1b | Elect Director William Borden | Mgmt | For | For | For |
| 1c | Elect Director Steven Freiberg | Mgmt | For | For | For |
| 1d | Elect Director Dana Green | Mgmt | For | For | For |
| 1e | Elect Director John Hele | Mgmt | For | For | For |
| 1f | Elect Director Tom Hutton | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair George Thompson (Tom) Hutton given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.* | | | | |
| 1g | Elect Director Clara Liang | Mgmt | For | For | For |
| 1h | Elect Director Gary Meltzer | Mgmt | For | For | For |
| 1i | Elect Director Anthony Noto | Mgmt | For | For | For |
| 1j | Elect Director Magdalena Yesil | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Toyota Motor Corp.

**Meeting Date:** 06/17/2026 **Country:** Japan **Ticker:** 7203
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J92676113

**Shares Voted:** 116,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Toyoda, Akio | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Kon, Kenta | Mgmt | For | For | For |
| 1.3 | Elect Director Nakajima, Hiroki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Miyazaki, Yoichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board* | | | | |
| 1.5 | Elect Director Okamoto, Shigeaki | Mgmt | For | For | For |
| 1.6 | Elect Director Fujisawa, Kumi | Mgmt | For | For | For |

## Veeva Systems Inc.

**Meeting Date:** 06/17/2026 **Country:** USA **Ticker:** VEEV
**Record Date:** 04/20/2026 **Meeting Type:** Annual
**Primary Security ID:** 922475108

**Shares Voted:** 969

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Tim Cabral | Mgmt | For | For | For |
| 1b | Elect Director Mark Carges | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Gordon Ritter and Mark Cages is warranted, due to an unmitigated pay-for-performance misalignment (and in the absence of a say-on-pay proposal on ballot).* | | | | |
| 1c | Elect Director Peter P. Gassner | Mgmt | For | For | For |
| 1d | Elect Director Mary Lynne Hedley | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Priscilla Hung | Mgmt | For | For | For |
| 1f | Elect Director Marshall Mohr | Mgmt | For | For | For |
| 1g | Elect Director Gordon Ritter | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Gordon Ritter and Mark Cages is warranted, due to an unmitigated pay-for-performance misalignment (and in the absence of a say-on-pay proposal on ballot).* | | | | |

## Veeva Systems Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Paul Sekhri | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Matthew J. Wallach | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Matthew (Matt) Wallach is warranted for serving as a non-independent member of a key board committee. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Vertiv Holdings Co.

**Meeting Date:** 06/17/2026 **Country:** USA **Ticker:** VRT

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 92537N108

**Shares Voted:** 2,456

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director David M. Cote | Mgmt | For | For | For |
| 1b | Elect Director Giordano Albertazzi | Mgmt | For | For | For |
| 1c | Elect Director Joseph J. DeAngelo | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members Roger Fradin, Joseph (Joe) DeAngelo, Steven (Steve) Reinemund, and Joseph van Dokkum in light of the fact that all directors were highly compensated without reasonable rationale disclosed for the second successive year. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1d | Elect Director Joseph van Dokkum | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Joseph van Dokkum given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are warranted for Compensation Committee members Roger Fradin, Joseph (Joe) DeAngelo, Steven (Steve) Reinemund, and Joseph van Dokkum in light of the fact that all directors were highly compensated without reasonable rationale disclosed for the second successive year. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1e | Elect Director Roger Fradin | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members Roger Fradin, Joseph (Joe) DeAngelo, Steven (Steve) Reinemund, and Joseph van Dokkum in light of the fact that all directors were highly compensated without reasonable rationale disclosed for the second successive year. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Jakki L. Haussler | Mgmt | For | For | For |
| 1g | Elect Director Jacob Kotzubei | Mgmt | For | For | For |
| 1h | Elect Director Matthew Louie | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Krishna Mikkilineni | Mgmt | For | For | For |

## Vertiv Holdings Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Edward L. Monser | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Steven S. Reinemund | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members Roger Fradin, Joseph (Joe) DeAngelo, Steven (Steve) Reinemund, and Joseph van Dokkum in light of the fact that all directors were highly compensated without reasonable rationale disclosed for the second successive year.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 28.71 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

## Alten SA

**Meeting Date:** 06/18/2026 **Country:** France **Ticker:** ATE

**Record Date:** 06/10/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F02626103

**Shares Voted:** 158

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 1.50 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction | Mgmt | For | For | For |
| 5 | Reelect Jean-Philippe Collin as Director | Mgmt | For | For | For |
| 6 | Reelect Jane Seroussi as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the reelection of Jane Seroussi is warranted since the director benefits from the company's distortive voting structure (Item 6). A vote FOR the remaining nominees is warranted.* | | | | |

## Alten SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Reelect Marc Eisenberg as Director | Mgmt | For | For | For |
| 8 | Ratify Appointment of Danièle Guyot-Caparros as Director Following Resignation of Aliette Mardyks | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 12 | Approve Compensation Report | Mgmt | For | For | For |
| 13 | Approve Compensation of Simon Azoulay, Chairman and CEO until November 17, 2025 | Mgmt | For | For | For |
| 14 | Approve Compensation of Simon Azoulay, Chairman of the Board from November 17, 2025 | Mgmt | For | For | For |
| 15 | Approve Compensation of Cyril Malargé, CEO from November 17, 2025 | Mgmt | For | For | For |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 17 | Authorize up to 1.04 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 18 | Amend Article 23 of Bylaws to Incorporate Legal Changes Re: Record Date | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 19 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Arlo Technologies, Inc.

**Meeting Date:** 06/18/2026 **Country:** USA **Ticker:** ARLO
**Record Date:** 04/20/2026 **Meeting Type:** Annual
**Primary Security ID:** 04206A101

**Shares Voted:** 705

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Grady K. Summers | Mgmt | For | For | For |

## Arlo Technologies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Prashant (Sean) Aggarwal | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Prashant (Sean) Aggarwal and Amy Rothstein given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.* | | | | |
| 1.3 | Elect Director Amy M. Rothstein | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Prashant (Sean) Aggarwal and Amy Rothstein given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Capcom Co., Ltd.

**Meeting Date:** 06/18/2026 **Country:** Japan **Ticker:** 9697

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J05187109

**Shares Voted:** 1,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 25 | Mgmt | For | For | For |
| 2.1 | Elect Director Tsujimoto, Kenzo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Tsujimoto, Haruhiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Miyazaki, Satoshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Ishida, Yoshinori | Mgmt | For | For | For |
| 2.5 | Elect Director Tsujimoto, Ryozo | Mgmt | For | For | For |
| 2.6 | Elect Director Sasahara, Yoshinobu | Mgmt | For | For | For |
| 2.7 | Elect Director Mizukoshi, Yutaka | Mgmt | For | For | For |
| 2.8 | Elect Director Muto, Toshiro | Mgmt | For | For | For |
| 2.9 | Elect Director Hirose, Yumi | Mgmt | For | For | For |

## Capcom Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.10 | Elect Director Koda, Main | Mgmt | For | For | For |
| 2.11 | Elect Director Yasuko Metcalf | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Hanaoka, Toyoshige | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Koro, Mutsuhiko | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Kotani, Wataru | Mgmt | For | For | For |
| 4 | Elect Alternate Director and Audit Committee Member Kanamori, Hitoshi | Mgmt | For | For | For |
| 5 | Approve Annual Bonus Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |
| 6 | Approve Performance Share Plan | Mgmt | For | For | For |
| 7 | Approve Performance Share Plan | Mgmt | For | For | For |
| 8 | Approve Restricted Stock Plan | Mgmt | For | For | For |

## Equity Residential

**Meeting Date:** 06/18/2026 **Country:** USA **Ticker:** EQR

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** 29476L107

**Shares Voted:** 1,111

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Angela M. Aman | Mgmt | For | For | For |
| 1b | Elect Director Chris Carr | Mgmt | For | For | For |
| 1c | Elect Director Mary Kay Haben | Mgmt | For | For | For |
| 1d | Elect Director Ann C. Hoff | Mgmt | For | For | For |
| 1e | Elect Director Tahsinul Zia Huque | Mgmt | For | For | For |
| 1f | Elect Director Nina P. Jones | Mgmt | For | For | For |
| 1g | Elect Director David J. Neithercut | Mgmt | For | For | For |
| 1h | Elect Director Mark J. Parrell | Mgmt | For | For | For |
| 1i | Elect Director Mark S. Shapiro | Mgmt | For | For | For |

## Equity Residential

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1j | Elect Director Stephen E. Sterrett | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Greentown Service Group Co. Ltd.

**Meeting Date:** 06/18/2026 **Country:** Cayman Islands **Ticker:** 2869

**Record Date:** 06/12/2026 **Meeting Type:** Annual

**Primary Security ID:** G41012108

**Shares Voted:** 56,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2.1 | Approve Final Dividend | Mgmt | For | For | For |
| 2.2 | Approve Special Dividend | Mgmt | For | For | For |
| 3.1 | Elect Jin Keli as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Keli Jin, Chiu Kwok Poon (Zhaoguo Pan), and Ka Yi Wong is warranted for lack of diversity on the board. A vote AGAINST Poon Chiu Kwok (Zhaoguo Pan) is also warranted for serving on more than six public company boards.* | | | | |
| 3.2 | Elect Poon Chiu Kwok as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Keli Jin, Chiu Kwok Poon (Zhaoguo Pan), and Ka Yi Wong is warranted for lack of diversity on the board. A vote AGAINST Poon Chiu Kwok (Zhaoguo Pan) is also warranted for serving on more than six public company boards.* | | | | |
| 3.3 | Elect Wong Ka Yi as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Keli Jin, Chiu Kwok Poon (Zhaoguo Pan), and Ka Yi Wong is warranted for lack of diversity on the board. A vote AGAINST Poon Chiu Kwok (Zhaoguo Pan) is also warranted for serving on more than six public company boards.* | | | | |
| 4 | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 5 | Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 6A | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 6B | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |

## Greentown Service Group Co. Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6C | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 7 | Amend Existing Second Amended and Restated Articles of Association and Adopt New Third Amended and Restated Articles of Association | Mgmt | For | For | For |

## Hankyu Hanshin Holdings, Inc.

**Meeting Date:** 06/18/2026 **Country:** Japan **Ticker:** 9042
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J18439109

**Shares Voted:** 1,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 50 | Mgmt | For | For | For |
| 2.1 | Elect Director Shimada, Yasuo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Kusu, Yusuke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Ueda, Yasushi | Mgmt | For | For | For |
| 2.4 | Elect Director Endo, Noriko | Mgmt | For | For | For |
| 2.5 | Elect Director Tsuru, Yuki | Mgmt | For | For | For |
| 2.6 | Elect Director Kobayashi, Mitsuyoshi | Mgmt | For | For | For |
| 2.7 | Elect Director Miyahara, Koichiro | Mgmt | For | For | For |
| 2.8 | Elect Director Shimatani, Yoshishige | Mgmt | For | For | For |
| 2.9 | Elect Director Araki, Naoya | Mgmt | For | For | For |
| 2.10 | Elect Director Fukui, Yasuki | Mgmt | For | For | For |
| 2.11 | Elect Director Masuda, Chikako | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Hashimoto, Kazunori | Mgmt | For | For | For |

## Hankyu Hanshin Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.2 | Elect Director and Audit Committee Member Takahashi, Yuko | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Kai, Yukio | Mgmt | For | For | For |
| 4 | Elect Alternate Director and Audit Committee Member Tsuru, Yuki | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |
| 6 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |
| 7 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |

## Informa Plc

**Meeting Date:** 06/18/2026 **Country:** United Kingdom **Ticker:** INF

**Record Date:** 06/16/2026 **Meeting Type:** Annual

**Primary Security ID:** G4770L106

**Shares Voted:** 20,333

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Re-elect John Rishton as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John Rishton, Louise Smalley, Maria Kyriacou, Catherine Levene, Andrew (Andy) Ransom, Gillian (Gill) Whitehead, Rosemary Wilson and Zheng Yin is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 2 | Re-elect Stephen Carter as Director | Mgmt | For | For | For |
| 3 | Re-elect Louise Smalley as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John Rishton, Louise Smalley, Maria Kyriacou, Catherine Levene, Andrew (Andy) Ransom, Gillian (Gill) Whitehead, Rosemary Wilson and Zheng Yin is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4 | Re-elect Gareth Wright as Director | Mgmt | For | For | For |
| 5 | Re-elect Gill Whitehead as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John Rishton, Louise Smalley, Maria Kyriacou, Catherine Levene, Andrew (Andy) Ransom, Gillian (Gill) Whitehead, Rosemary Wilson and Zheng Yin is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 6 | Re-elect Joanne Wilson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John Rishton, Louise Smalley, Maria Kyriacou, Catherine Levene, Andrew (Andy) Ransom, Gillian (Gill) Whitehead, Rosemary Wilson and Zheng Yin is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |

## Informa Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Re-elect Zheng Yin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John Rishton, Louise Smalley, Maria Kyriacou, Catherine Levene, Andrew (Andy) Ransom, Gillian (Gill) Whitehead, Rosemary Wilson and Zheng Yin is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 8 | Re-elect Andy Ransom as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John Rishton, Louise Smalley, Maria Kyriacou, Catherine Levene, Andrew (Andy) Ransom, Gillian (Gill) Whitehead, Rosemary Wilson and Zheng Yin is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Re-elect Maria Kyriacou as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John Rishton, Louise Smalley, Maria Kyriacou, Catherine Levene, Andrew (Andy) Ransom, Gillian (Gill) Whitehead, Rosemary Wilson and Zheng Yin is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Catherine Levene as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members John Rishton, Louise Smalley, Maria Kyriacou, Catherine Levene, Andrew (Andy) Ransom, Gillian (Gill) Whitehead, Rosemary Wilson and Zheng Yin is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 11 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 12 | Approve Remuneration Report | Mgmt | For | For | For |
| 13 | Approve Final Dividend | Mgmt | For | For | For |
| 14 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Ivanhoe Mines Ltd.

**Meeting Date:** 06/18/2026 **Country:** Canada **Ticker:** IVN

**Record Date:** 04/30/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** 46579R104

# Ivanhoe Mines Ltd.

**Shares Voted:** 29,264

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Fix Number of Directors at Eleven | Mgmt | For | For | For |
| 2A | Elect Director Robert M. Friedland | Mgmt | For | For | For |
| 2B | Elect Director Weibao (Webber) Hao | Mgmt | For | For | For |
| 2C | Elect Director Tadeu Carneiro | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Tadeu Carneiro, Phumzile Mlambo-Ngcuka, Kgalema Motlanthe and Delphine Traore Maidou for lack of diversity on the board. Vote FOR the remaining director nominees.* | | | | |
| 2D | Elect Director Martie Janse van Rensburg | Mgmt | For | For | For |
| 2E | Elect Director Peter G. Meredith | Mgmt | For | For | For |
| 2F | Elect Director Phumzile Mlambo-Ngcuka | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Tadeu Carneiro, Phumzile Mlambo-Ngcuka, Kgalema Motlanthe and Delphine Traore Maidou for lack of diversity on the board. Vote FOR the remaining director nominees.* | | | | |
| 2G | Elect Director Kgalema P. Motlanthe | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Tadeu Carneiro, Phumzile Mlambo-Ngcuka, Kgalema Motlanthe and Delphine Traore Maidou for lack of diversity on the board. Vote FOR the remaining director nominees.* | | | | |
| 2H | Elect Director Iman Naguib | Mgmt | For | For | For |
| 2I | Elect Director Delphine Traore | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Tadeu Carneiro, Phumzile Mlambo-Ngcuka, Kgalema Motlanthe and Delphine Traore Maidou for lack of diversity on the board. Vote FOR the remaining director nominees.* | | | | |
| 2J | Elect Director Chun (James) Wang | Mgmt | For | For | For |
| 2K | Elect Director Xianwen Wu | Mgmt | For | For | For |
| 3 | Approve PricewaterhouseCoopers Inc., Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 4 | Amend Equity Incentive Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this omnibus plan due to the following key factor(s): * The plan provides for discretionary non-employee director participation; * The plan's detailed amendment provision does not sufficiently limit the board's ability to amend the plan without shareholder approval; * The plan's estimated cost is excessive; * The plan contains a problematic change-in-control provision; and * The plan provides for financial assistance to participants.* | | | | |

## MARA Holdings, Inc.

**Meeting Date:** 06/18/2026 **Country:** USA **Ticker:** MARA
**Record Date:** 04/21/2026 **Meeting Type:** Annual
**Primary Security ID:** 565788106

**Shares Voted:** 1,689

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Vicki Mealer-Burke | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: A WITHHOLD vote is warranted for compensation committee chair Vicki Mealer-Burker for consecutive years of high director pay without reasonable rationale disclosed. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director Douglas Mellinger | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 32.56 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the compensation committee demonstrated sufficient responsiveness to the failing say-on-pay vote result last year and certain positive aspects of the annual incentive program were identified, the quantitative pay-for-performance misalignment was not mitigated for the year in review. Significant concerns are noted regarding the lack of disclosure of the annual incentive and one-year PSU metrics, making it difficult to assess the rigor of the program. Additionally, the PSUs utilize a relatively short performance period and the annual LTI awards for the CEO and one other NEO were outsized compared to peers.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.* | | | | |

## MINISO Group Holding Limited

**Meeting Date:** 06/18/2026 **Country:** Cayman Islands **Ticker:** 9896
**Record Date:** 05/13/2026 **Meeting Type:** Annual
**Primary Security ID:** G6180F108

**Shares Voted:** 11,272

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2A1 | Elect Xu Lili as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Lili Xu and Yonghua Zhu is warranted for lack of diversity on the board.* | | | | |

## MINISO Group Holding Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2A2 | Elect Zhu Yonghua as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Lili Xu and Yonghua Zhu is warranted for lack of diversity on the board.* | | | | |
| 2B | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 3 | Approve Ernst & Young and Ernst & Young Hua Ming LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 4A | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the general share issuance mandate is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request is warranted for the following: * The reissuance of repurchased shares would cause the aggregate share issuance limit (including the transfer of treasury shares, if permitted) to exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 4B | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 4C | Approve Grant Specific Mandate to the Directors to Allot and Issue the Upper Strike Shares to the Call Spread Counterparties in Accordance with the Terms and Conditions of the Upper Strike Warrant | Mgmt | For | For | For |
| 4D | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the general share issuance mandate is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request is warranted for the following: * The reissuance of repurchased shares would cause the aggregate share issuance limit (including the transfer of treasury shares, if permitted) to exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |

## nCino, Inc.

**Meeting Date:** 06/18/2026 **Country:** USA **Ticker:** NCNO
**Record Date:** 04/20/2026 **Meeting Type:** Annual
**Primary Security ID:** 63947X101

**Shares Voted:** 521

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jon Doyle | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of a Governance Committee chair on the ballot, a vote AGAINST incumbent director nominees Jonathan (Jon) Doyle and William (Bill) Spruill is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## nCino, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director William Spruill | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of a Governance Committee chair on the ballot, a vote AGAINST incumbent director nominees Jonathan (Jon) Doyle and William (Bill) Spruill is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Diego Dugatkin | Mgmt | For | For | For |
| 1d | Elect Director Andy Yasutake | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Provide Directors May Be Removed With or Without Cause | Mgmt | For | For | For |

## NIDEC Corp.

**Meeting Date:** 06/18/2026 **Country:** Japan **Ticker:** 6594

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J52968104

**Shares Voted:** 7,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings | Mgmt | For | For | For |
| 2.1 | Elect Director Kishida, Mitsuya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Minai, Masayuki | Mgmt | For | For | For |
| 2.3 | Elect Director Miyake, Takeshi | Mgmt | For | For | For |
| 2.4 | Elect Director Era, Akitsugu | Mgmt | For | For | For |
| 2.5 | Elect Director Koizumi, Shinichi | Mgmt | For | For | For |
| 2.6 | Elect Director Sakuma, Soichiro | Mgmt | For | For | For |
| 2.7 | Elect Director Nishiura, Yuji | Mgmt | For | For | For |
| 2.8 | Elect Director Yamamoto, Ryoichi | Mgmt | For | For | For |

## NIDEC Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.1 | Elect Director and Audit Committee Member Yamazaki, Takeshi | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Amano, Hideki | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Kishinami, Misawa | Mgmt | For | For | For |
| 3.4 | Elect Director and Audit Committee Member Hasegawa, Mitsuhiro | Mgmt | For | For | For |
| 4 | Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |

## NTT, Inc.

**Meeting Date:** 06/18/2026 **Country:** Japan **Ticker:** 9432

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J59396101

**Shares Voted:** 132,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Sawada, Jun | Mgmt | For | For | For |
| 1.2 | Elect Director Shimada, Akira | Mgmt | For | For | For |
| 1.3 | Elect Director Hoshino, Riaki | Mgmt | For | For | For |
| 1.4 | Elect Director Sasaki, Yutaka | Mgmt | For | For | For |
| 1.5 | Elect Director Onishi, Sachiko | Mgmt | For | For | For |
| 1.6 | Elect Director Patrizio Mapelli | Mgmt | For | For | For |
| 1.7 | Elect Director Sakamura, Ken | Mgmt | For | For | For |
| 1.8 | Elect Director Watanabe, Koichiro | Mgmt | For | For | For |
| 1.9 | Elect Director Endo, Noriko | Mgmt | For | For | For |
| 1.10 | Elect Director Takei, Natsuko | Mgmt | For | For | For |
| 1.11 | Elect Director Hanafusa, Miho | Mgmt | For | For | For |
| 2 | Elect Director and Audit Committee Member Nakamura, Takashi | Mgmt | For | For | For |
| 3 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## NTT, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Amend Articles to Add Provision on Social Contribution Activities | SH | Against | Against | Against |
| 5 | Approve Reverse Stock Split | SH | Against | Against | Against |
| 6 | Amend Articles to Add Provision on Disclosure regarding Compliance with Laws and Regulations | SH | Against | Against | Against |
| 7 | Amend Articles to Ensure Equal Treatment of Management Proposals and Shareholder Proposals in Voting via the Internet | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * Supporting the proposal should convey shareholder concerns on the company's unfair disclosure and handling of shareholder proposals to the company.* | | | | |
| 8 | Amend Articles to Require Website Disclosure of Questions Submitted by Shareholders prior to AGM and the Company's Response | SH | Against | Against | Against |
| 9 | Amend Articles to Relax Limit of Number of Characters in Shareholder Proposal Justification Statements | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * Allowing for longer justification statements from proponents of shareholder proposals could help proponents make clear and understandable arguments in favor of their proposals which could enhance shareholder value.* | | | | |
| 10 | Amend Articles to Add Provision on Corporate Philosophy | SH | Against | Against | Against |
| 11 | Amend Articles to Add Provision on Corporate Value | SH | Against | Against | Against |
| 12 | Amend Articles to Add Provision on Cost of Capital | SH | Against | Against | Against |
| 13 | Amend Articles to Add Provision on Capital Policy | SH | Against | Against | Against |
| 14 | Approve Additional Special Dividend of JPY10 | SH | Against | Against | Against |
| 15 | Approve Deep Discount Stock Option Plan | SH | Against | Against | Against |

## Okta, Inc.

**Meeting Date:** 06/18/2026 **Country:** USA **Ticker:** OKTA

**Record Date:** 04/22/2026 **Meeting Type:** Annual

**Primary Security ID:** 679295105

## Okta, Inc.

**Shares Voted:** 1,405

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Anthony Bates | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.2 | Elect Director David Schellhase | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the pay program had certain positive features such as a bonus plan based on pre-set financial metrics, and equity awards based on above-median TSR performance, mitigating factors for the pay-for-performance misalignment were not identified. The CEO received an outsized equity grant, which increased significantly year-over-year with little rationale by the compensation committee provided in the proxy. Further, there are concerns regarding the structure of the long-term incentive plan, which can allow for multiple opportunities for the PSUs to vest. Moreover, payouts were not capped should absolute TSR be negative, and a portion of the grant utilized a one-year measurement period. Lastly, concerns are raised with respect to high CEO pay relative to company performance compared to the company's peers and high CEO pay in relation to company peer group CEO median pay levels.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The equity program is estimated to be excessively dilutive (overriding factor); - The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.* | | | | |

## PagerDuty, Inc.

**Meeting Date:** 06/18/2026 **Country:** USA **Ticker:** PD

**Record Date:** 04/20/2026 **Meeting Type:** Annual

**Primary Security ID:** 69553P100

**Shares Voted:** 229

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Jennifer Tejada | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Jennifer Tejada, Donald (Don) Carty, Sarah Franklin, and William (Bill) Losch given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.* | | | | |
| 1.2 | Elect Director Donald J. Carty | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Jennifer Tejada, Donald (Don) Carty, Sarah Franklin, and William (Bill) Losch given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.* | | | | |

## PagerDuty, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Sarah Franklin | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Jennifer Tejada, Donald (Don) Carty, Sarah Franklin, and William (Bill) Losch given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.* | | | | |
| 1.4 | Elect Director William Losch | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Jennifer Tejada, Donald (Don) Carty, Sarah Franklin, and William (Bill) Losch given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## Powszechny Zaklad Ubezpieczen SA

**Meeting Date:** 06/18/2026 **Country:** Poland **Ticker:** PZU

**Record Date:** 06/02/2026 **Meeting Type:** Annual

**Primary Security ID:** X6919T107

**Shares Voted:** 26,048

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chair | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Receive Financial Statements | Mgmt | | | |
| 6 | Receive Consolidated Financial Statements | Mgmt | | | |
| 7 | Receive Management Board Report on Company's and Group's Operations | Mgmt | | | |
| 8 | Receive Supervisory Board Report | Mgmt | | | |
| 9 | Approve Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services | Mgmt | For | For | For |
| 10 | Approve Financial Statements | Mgmt | For | For | For |

# Powszechny Zaklad Ubezpieczen SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 12 | Approve Management Board Report on Company's and Group's Operations | Mgmt | For | For | For |
| 13 | Approve Supervisory Board Report | Mgmt | For | For | For |
| 14 | Approve Allocation of Income and Dividends of PLN 4.80 per Share | Mgmt | For | For | For |
| 15.1 | Approve Discharge of Bogdan Benczak (Management Board Member) | Mgmt | For | For | For |
| 15.2 | Approve Discharge of Maciej Fedyna (Management Board Member) | Mgmt | For | For | For |
| 15.3 | Approve Discharge of Bartosz Grzeskowiak (Management Board Member) | Mgmt | For | For | For |
| 15.4 | Approve Discharge of Elzbieta Haeuser-Schoeneich (Management Board Member) | Mgmt | For | For | For |
| 15.5 | Approve Discharge of Andrzej Klesyk (Management Board Member) | Mgmt | For | For | For |
| 15.6 | Approve Discharge of Tomasz Kulik (Management Board Member) | Mgmt | For | For | For |
| 15.7 | Approve Discharge of Artur Olech (Management Board Member) | Mgmt | For | For | For |
| 15.8 | Approve Discharge of Tomasz Tarkowski (CEO) | Mgmt | For | For | For |
| 15.9 | Approve Discharge of Jan Zimowicz (Management Board Member) | Mgmt | For | For | For |
| 16.1 | Approve Discharge of Jaroslaw Antonik (Supervisory Board Member) | Mgmt | For | For | For |
| 16.2 | Approve Discharge of Michal Bernaczyk (Supervisory Board Member) | Mgmt | For | For | For |
| 16.3 | Approve Discharge of Anita Elzanowska (Supervisory Board Member) | Mgmt | For | For | For |
| 16.4 | Approve Discharge of Filip Gorczyca (Supervisory Board Member) | Mgmt | For | For | For |
| 16.5 | Approve Discharge of Michal Jonczynski (Supervisory Board Member) | Mgmt | For | For | For |

# Powszechny Zaklad Ubezpieczen SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 16.6 | Approve Discharge of Andrzej Kaleta (Supervisory Board Member) | Mgmt | For | For | For |
| 16.7 | Approve Discharge of Kazimierz Karolczak (Supervisory Board Member) | Mgmt | For | For | For |
| 16.8 | Approve Discharge of Andrzej Klesyk (Supervisory Board Member) | Mgmt | For | For | For |
| 16.9 | Approve Discharge of Andrzej Klesyk (CEO) | Mgmt | For | For | For |
| 16.10 | Approve Discharge of Marcin Kubicza (Supervisory Board Member) | Mgmt | For | For | For |
| 16.11 | Approve Discharge of Malgorzata Kurzynoga (Supervisory Board Member) | Mgmt | For | For | For |
| 16.12 | Approve Discharge of Anna Machnikowska (Supervisory Board Member) | Mgmt | For | For | For |
| 16.13 | Approve Discharge of Wojciech Olejniczak (Supervisory Board Member) | Mgmt | For | For | For |
| 16.14 | Approve Discharge of Beata Stelmach (Supervisory Board Member) | Mgmt | For | For | For |
| 16.15 | Approve Discharge of Maciej Szwarc (Supervisory Board Member) | Mgmt | For | For | For |
| 16.16 | Approve Discharge of Adam Uszpolewicz (Supervisory Board Member) | Mgmt | For | For | For |
| 17.1 | Approve Individual Suitability of Jaroslaw Antonik (Supervisory Board Member) | Mgmt | For | For | For |
| 17.2 | Approve Individual Suitability of Anita Elzanowska (Supervisory Board Member) | Mgmt | For | For | For |
| 17.3 | Approve Individual Suitability of Michal Jonczynski (Supervisory Board Member) | Mgmt | For | For | For |
| 17.4 | Approve Individual Suitability of Andrzej Kaleta (Supervisory Board Member) | Mgmt | For | For | For |
| 17.5 | Approve Individual Suitability of Marcin Kubicza (Supervisory Board Chair) | Mgmt | For | For | For |
| 17.6 | Approve Individual Suitability of Malgorzata Kurzynoga (Supervisory Board Deputy Chair) | Mgmt | For | For | For |

## Powszechny Zaklad Ubezpieczen SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17.7 | Approve Individual Suitability of Anna Machnikowska (Supervisory Board Secretary) | Mgmt | For | For | For |
| 17.8 | Approve Individual Suitability of Beata Stelmach (Supervisory Board Member) | Mgmt | For | For | For |
| 17.9 | Approve Individual Suitability of Maciej Szwarc (Supervisory Board Member) | Mgmt | For | For | For |
| 18 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: - Significant fixed pay increase of executive Tomasz Kulik (+ 10 percent) has not been explained; - The company provided a general list of the performance metrics, without their respective weights, targets, maximum award levels as well as achievement levels per executive. More detailed information on KPIs, applied targets with weights, minimum and maximum thresholds is valuable to help investors comprehend the reward for performance. - Lack of responsiveness to shareholder dissent (66.7 percent support) to last year's vote on the remuneration report.* | | | | |
| | Shareholder Proposals Submitted by the State Treasury | Mgmt | | | |
| 19.1 | Recall Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: - The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; - The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| 19.2 | Elect Supervisory Board Member | SH | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: - The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; - The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.* | | | | |
| | Management Proposal | Mgmt | | | |
| 20 | Approve Collective Suitability of Supervisory Board Members | Mgmt | For | For | For |
| | Shareholder Proposal Submitted by the State Treasury | Mgmt | | | |
| 21 | Amend Feb. 8, 2017, EGM, Resolution Re: Terms of Remuneration for Members of Management Board | SH | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the company's supervisory board has not disclosed its stance on this proposal.* | | | | |
| | Management Proposal | Mgmt | | | |
| 22 | Close Meeting | Mgmt | | | |

## Tesco Plc

**Meeting Date:** 06/18/2026 **Country:** United Kingdom **Ticker:** TSCO

**Record Date:** 06/16/2026 **Meeting Type:** Annual

**Primary Security ID:** G8T67X102

# Tesco Plc

**Shares Voted:** 27,255

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Melissa Bethell as Director | Mgmt | For | For | For |
| 5 | Re-elect Bertrand Bodson as Director | Mgmt | For | For | For |
| 6 | Re-elect Dame Carolyn Fairbairn as Director | Mgmt | For | For | For |
| 7 | Re-elect Thierry Garnier as Director (WITHDRAWN) | Mgmt | None | Abstain | Abstain |
| | *Voting Policy Rationale: Item 7 An ABSTAIN vote is considered warranted. Following the announcement provided on 6 May 2026, Thierry Garnier has now stepped down from the Board. The resolution to approve his re-election to the Board has been withdrawn. Items 4-6, 8-14 A vote FOR these Directors is warranted as no significant concerns have been identified.* | | | | |
| 8 | Re-elect Stewart Gilliland as Director | Mgmt | For | For | For |
| 9 | Re-elect Chris Kennedy as Director | Mgmt | For | For | For |
| 10 | Re-elect Gerry Murphy as Director | Mgmt | For | For | For |
| 11 | Re-elect Ken Murphy as Director | Mgmt | For | For | For |
| 12 | Re-elect Imran Nawaz as Director | Mgmt | For | For | For |
| 13 | Re-elect Caroline Silver as Director | Mgmt | For | For | For |
| 14 | Re-elect Karen Whitworth as Director | Mgmt | For | For | For |
| 15 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Shares | Mgmt | For | For | For |

## Tesco Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Trainline Plc

**Meeting Date:** 06/18/2026 **Country:** United Kingdom **Ticker:** TRN

**Record Date:** 06/16/2026 **Meeting Type:** Annual

**Primary Security ID:** G8992Y119

**Shares Voted:** 3,657

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Amendments to the Discretionary Share Plan Rules | Mgmt | For | For | For |
| 4 | Re-elect Andy Phillipps as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Brian McBride, Jennifer (Jenny) Duvalier, Rakhi Goss-Custard, Marie Lalleman and Andrew (Andy) Phillipps is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 5 | Re-elect Brian McBride as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Brian McBride, Jennifer (Jenny) Duvalier, Rakhi Goss-Custard, Marie Lalleman and Andrew (Andy) Phillipps is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6 | Re-elect Jennifer Duvalier as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Brian McBride, Jennifer (Jenny) Duvalier, Rakhi Goss-Custard, Marie Lalleman and Andrew (Andy) Phillipps is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7 | Re-elect Jody Ford as Director | Mgmt | For | For | For |
| 8 | Re-elect Marie Lalleman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Brian McBride, Jennifer (Jenny) Duvalier, Rakhi Goss-Custard, Marie Lalleman and Andrew (Andy) Phillipps is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 9 | Re-elect Pete Wood as Director | Mgmt | For | For | For |
| 10 | Re-elect Rakhi Goss-Custard as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Brian McBride, Jennifer (Jenny) Duvalier, Rakhi Goss-Custard, Marie Lalleman and Andrew (Andy) Phillipps is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Trainline Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 12 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 13 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 14 | Authorise Issue of Equity | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 17 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 18 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Unibail-Rodamco-Westfield NV

**Meeting Date:** 06/18/2026 **Country:** Netherlands **Ticker:** UNBLF

**Record Date:** 05/21/2026 **Meeting Type:** Annual

**Primary Security ID:** N96244111

**Shares Voted:** 15,819

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Approve Remuneration Report | Mgmt | For | For | For |
| 2. | Approve Financial Statements of Financial Year 2025 | Mgmt | For | For | For |
| 3. | Approve Discharge of Management Board | Mgmt | For | For | For |
| 4. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 5. | Reelect Gerard Sieben to Management Board | Mgmt | For | For | For |
| 6. | Elect Vincent Rouget to Supervisory Board | Mgmt | For | For | For |
| 7. | Reelect Jean-Louis Laurens to Supervisory Board | Mgmt | For | For | For |
| 8. | Reelect Aline Taireh to Supervisory Board | Mgmt | For | For | For |
| 9. | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital | Mgmt | For | For | For |

## Unibail-Rodamco-Westfield NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10. | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 11. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 12. | Approve Cancellation of Shares | Mgmt | For | For | For |
| 13. | Approve Merger with and into Westfield US B.V. | Mgmt | For | For | For |
| 14. | Approve Discharge of Management Board in Connection with the Merger | Mgmt | For | For | For |
| 15. | Approve Discharge of Supervisory Board in Connection with the Merger | Mgmt | For | For | For |

## Universal Display Corporation

**Meeting Date:** 06/18/2026 **Country:** USA **Ticker:** OLED

**Record Date:** 04/06/2026 **Meeting Type:** Annual

**Primary Security ID:** 91347P105

**Shares Voted:** 195

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Steven V. Abramson | Mgmt | For | For | For |
| 1b | Elect Director Nigel Brown | Mgmt | For | For | For |
| 1c | Elect Director Cynthia J. Comparin | Mgmt | For | For | For |
| 1d | Elect Director Richard C. Elias | Mgmt | For | For | For |
| 1e | Elect Director Elizabeth H. Gemmill | Mgmt | For | For | For |
| 1f | Elect Director C. Keith Hartley | Mgmt | For | For | For |
| 1g | Elect Director Celia M. Joseph | Mgmt | For | For | For |
| 1h | Elect Director Lawrence Lacerte | Mgmt | For | For | For |
| 1i | Elect Director Joan Lau | Mgmt | For | For | For |
| 1j | Elect Director Sidney D. Rosenblatt | Mgmt | For | For | For |
| 1k | Elect Director April Walker | Mgmt | For | For | For |

## Universal Display Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: * High CEO pay relative to company performance compared to the company's peers; and * High CEO pay in relation to company peer group CEO median pay levels. A vote AGAINST this proposal is also warranted as: * Certain STI goal rigor concerns were identified, while payout opportunities were not reduced, which is particularly concerning as awards were earned above target; * The proxy does not disclose forward-looking performance goals for PSUs, vesting opportunities were relatively high, and disclosure of closing cycle PSU targets and results was limited; and * The proxy does not disclose a cap on vesting in the event of negative absolute TSR.* | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## West Japan Railway Co.

**Meeting Date:** 06/18/2026 **Country:** Japan **Ticker:** 9021

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J95094108

**Shares Voted:** 2,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 52.5 | Mgmt | For | For | For |
| 2 | Amend Articles to Amend Business Lines | Mgmt | For | For | For |
| 3.1 | Elect Director Hasegawa, Kazuaki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.2 | Elect Director Nozaki, Haruko | Mgmt | For | For | For |
| 3.3 | Elect Director Iino, Kenji | Mgmt | For | For | For |
| 3.4 | Elect Director Miyabe, Yoshiyuki | Mgmt | For | For | For |
| 3.5 | Elect Director Kanai, Yutaka | Mgmt | For | For | For |
| 3.6 | Elect Director Kurasaka, Shoji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.7 | Elect Director Inoue, Akira | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.8 | Elect Director Okuda, Hideo | Mgmt | For | For | For |
| 3.9 | Elect Director Umetani, Yasuo | Mgmt | For | For | For |
| 3.10 | Elect Director Urushihara, Takeshi | Mgmt | For | For | For |
| 3.11 | Elect Director Takeichi, Nobuhiko | Mgmt | For | For | For |

## West Japan Railway Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.1 | Elect Director and Audit Committee Member Ogura, Maki | Mgmt | For | For | For |
| 4.2 | Elect Director and Audit Committee Member Tada, Makiko | Mgmt | For | For | For |
| 4.3 | Elect Director and Audit Committee Member Hazama, Emiko | Mgmt | For | For | For |
| 4.4 | Elect Director and Audit Committee Member Goto, Kenryo | Mgmt | For | For | For |
| 5 | Amend Articles to Add Provision on Collaboration with Municipalities along Railway Lines | SH | Against | Against | Against |
| 6 | Amend Articles to Add Provision on Development of Sustainable Transportation Network | SH | Against | Against | Against |

## Whitbread Plc

**Meeting Date:** 06/18/2026 **Country:** United Kingdom **Ticker:** WTB

**Record Date:** 06/16/2026 **Meeting Type:** Annual

**Primary Security ID:** G9606P197

**Shares Voted:** 819

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect Christine Hodgson as Director | Mgmt | For | For | For |
| 5 | Elect Jonathan Howell as Director | Mgmt | For | For | For |
| 6 | Re-elect Kal Atwal as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Gillingwater, Kalvinder (Kal) Atwal, Horst Baier, Frank Fiskers, Dame Karen Jones, Shelley Roberts and Dame Priscilla (Cilla) Snowball is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 7 | Re-elect Horst Baier as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Gillingwater, Kalvinder (Kal) Atwal, Horst Baier, Frank Fiskers, Dame Karen Jones, Shelley Roberts and Dame Priscilla (Cilla) Snowball is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |

# Whitbread Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 8 | Re-elect Frank Fiskers as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Gillingwater, Kalvinder (Kal) Atwal, Horst Baier, Frank Fiskers, Dame Karen Jones, Shelley Roberts and Dame Priscilla (Cilla) Snowball is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 9 | Re-elect Richard Gillingwater as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Gillingwater, Kalvinder (Kal) Atwal, Horst Baier, Frank Fiskers, Dame Karen Jones, Shelley Roberts and Dame Priscilla (Cilla) Snowball is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 10 | Re-elect Karen Jones as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Gillingwater, Kalvinder (Kal) Atwal, Horst Baier, Frank Fiskers, Dame Karen Jones, Shelley Roberts and Dame Priscilla (Cilla) Snowball is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 11 | Re-elect Hemant Patel as Director | Mgmt | For | For | For |
| 12 | Re-elect Dominic Paul as Director | Mgmt | For | For | For |
| 13 | Re-elect Shelley Roberts as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Gillingwater, Kalvinder (Kal) Atwal, Horst Baier, Frank Fiskers, Dame Karen Jones, Shelley Roberts and Dame Priscilla (Cilla) Snowball is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 14 | Re-elect Cilla Snowball as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Richard Gillingwater, Kalvinder (Kal) Atwal, Horst Baier, Frank Fiskers, Dame Karen Jones, Shelley Roberts and Dame Priscilla (Cilla) Snowball is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.* | | | | |
| 15 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Williams-Sonoma, Inc.

**Meeting Date:** 06/18/2026 **Country:** USA **Ticker:** WSM
**Record Date:** 04/21/2026 **Meeting Type:** Annual
**Primary Security ID:** 969904101

**Shares Voted:** 506

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Laura Alber | Mgmt | For | For | For |
| 1.2 | Elect Director Esi Eggleston Bracey | Mgmt | For | For | For |
| 1.3 | Elect Director Andrew Campion | Mgmt | For | For | For |
| 1.4 | Elect Director Scott Dahnke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.5 | Elect Director Anne Finucane | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.6 | Elect Director Arianna Huffington | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director William Ready | Mgmt | For | For | For |
| 1.8 | Elect Director Frits van Paasschen | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

## Ajinomoto Co., Inc.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 2802
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J00882126

**Shares Voted:** 4,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, With a Final Dividend of JPY 24 | Mgmt | For | For | For |
| 2 | Amend Articles to Make Technical Changes | Mgmt | For | For | For |
| 3.1 | Elect Director Iwata, Kimie | Mgmt | For | For | For |
| 3.2 | Elect Director Nakayama, Joji | Mgmt | For | For | For |
| 3.3 | Elect Director Indo, Mami | Mgmt | For | For | For |

## Ajinomoto Co., Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.4 | Elect Director Hatta, Yoko | Mgmt | For | For | For |
| 3.5 | Elect Director Scott Trevor Davis | Mgmt | For | For | For |
| 3.6 | Elect Director Wagatsuma, Yukako | Mgmt | For | For | For |
| 3.7 | Elect Director Nakamura, Shigeo | Mgmt | For | For | For |
| 3.8 | Elect Director Kaho, Hiroshi | Mgmt | For | For | For |
| 3.9 | Elect Director Saito, Takeshi | Mgmt | For | For | For |
| 3.10 | Elect Director Matsuzawa, Takumi | Mgmt | For | For | For |

## Astellas Pharma, Inc.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 4503
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J03393105

**Shares Voted:** 33,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Yasukawa, Kenji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Okamura, Naoki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Sugita, Katsuyoshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Miyazaki, Masahiro | Mgmt | For | For | For |
| 1.5 | Elect Director Ono, Yoichi | Mgmt | For | For | For |
| 1.6 | Elect Director Andreas Busch | Mgmt | For | For | For |
| 1.7 | Elect Director Mark Enyedy | Mgmt | For | For | For |
| 2.1 | Elect Director and Audit Committee Member Hirota, Rika | Mgmt | For | For | For |
| 2.2 | Elect Director and Audit Committee Member Aramaki, Tomoko | Mgmt | For | For | For |

## Astellas Pharma, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.3 | Elect Director and Audit Committee Member Takahara, Shigeki | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: - This outside director candidate who will be an audit committee member lacks independence.*

## Daiwa Securities Group, Inc.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 8601
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J11718111

**Shares Voted:** 5,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Nakata, Seiji | Mgmt | For | For | For |
| 1.2 | Elect Director Ogino, Akihiko | Mgmt | For | For | For |
| 1.3 | Elect Director Sato, Eiji | Mgmt | For | For | For |
| 1.4 | Elect Director Serizawa, Junichi | Mgmt | For | For | For |
| 1.5 | Elect Director Sakurai, Hiroko | Mgmt | For | For | For |
| 1.6 | Elect Director Yoshida, Kotaro | Mgmt | For | For | For |
| 1.7 | Elect Director Hanaoka, Sachiko | Mgmt | For | For | For |
| 1.8 | Elect Director Nishikawa, Katsuyuki | Mgmt | For | For | For |
| 1.9 | Elect Director Iwamoto, Toshio | Mgmt | For | For | For |
| 1.10 | Elect Director Murakami, Yumiko | Mgmt | For | For | For |
| 1.11 | Elect Director Iki, Noriko | Mgmt | For | For | For |
| 1.12 | Elect Director Yunoki, Mami | Mgmt | For | For | For |
| 1.13 | Elect Director Ichikawa, Akira | Mgmt | For | For | For |
| 1.14 | Elect Director Christina Ahmadjian | Mgmt | For | For | For |

## East Japan Railway Co.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 9020
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J1257M109

## East Japan Railway Co.

**Shares Voted:** 128,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 39 | Mgmt | For | For | For |
| 2.1 | Elect Director Fukasawa, Yuji | Mgmt | For | For | For |
| 2.2 | Elect Director Kise, Yoichi | Mgmt | For | For | For |
| 2.3 | Elect Director Watari, Chiharu | Mgmt | For | For | For |
| 2.4 | Elect Director Ikeda, Hirohiko | Mgmt | For | For | For |
| 2.5 | Elect Director Nakagawa, Harumi | Mgmt | For | For | For |
| 2.6 | Elect Director Uchida, Hideji | Mgmt | For | For | For |
| 2.7 | Elect Director Shirayama, Hiroko | Mgmt | For | For | For |
| 2.8 | Elect Director Kawamoto, Hiroko | Mgmt | For | For | For |
| 2.9 | Elect Director Iwamoto, Toshio | Mgmt | For | For | For |
| 2.10 | Elect Director Noda, Yumiko | Mgmt | For | For | For |
| 2.11 | Elect Director Ohashi, Hiroshi | Mgmt | For | For | For |
| 2.12 | Elect Director Kurihara, Mitsue | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Yasuda, Hiroki | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Amaya, Tomoko | Mgmt | For | For | For |
| 4 | Remove Incumbent Director Kise, Yoichi | SH | Against | Against | Against |
| 5 | Remove Incumbent Director Fukasawa, Yuji | SH | Against | Against | Against |
| 6 | Amend Articles to Establish Safety Advisory Committee | SH | Against | Against | Against |
| 7 | Amend Articles to Establish Committee on Compliance and Worker Protection | SH | Against | Against | Against |
| 8 | Amend Articles to Establish Committee on Autonomous Investigation into Labor-Management Issues | SH | Against | Against | Against |

## Exail Technologies SA

**Meeting Date:** 06/19/2026 **Country:** France **Ticker:** EXA

**Record Date:** 06/11/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F4606F100

# Exail Technologies SA

**Shares Voted:** 86

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Treatment of Losses | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction Re: Securities Lending Remuneration Agreement Granted by Gorgé SA in Connection with the Issuance of ODIRNANE Bonds | Mgmt | For | For | For |
| 5 | Reelect Julie Avrane - Clear Direction SAS as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Julie Avrane and Pierre Verzat is warranted for lack of diversity on the board.* | | | | |
| 6 | Reelect Pierre Verzat as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent director nominees Julie Avrane and Pierre Verzat is warranted for lack of diversity on the board.* | | | | |
| 7 | Approve Compensation Report | Mgmt | For | For | For |
| 8 | Approve Compensation of Raphaël Gorgé, Chairman and CEO | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * Disclosure surrounding the components of the remuneration policy applicable to the Vice-CEO is too limited; * The company does not provide an LTIP cap to the remuneration policy of the CEO; * No performance conditions or performance period are specified under the LTIP policy applicable to the CEO; * The derogation policy is considered too broad; * The new joiner policy is deemed too vague; * The company does not provide under which specific circumstances could be granted an exceptional remuneration to the executives.* | | | | |
| 10 | Approve Remuneration Policy of Vice-CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * Disclosure surrounding the components of the remuneration policy applicable to the Vice-CEO is too limited; * The company does not provide an LTIP cap to the remuneration policy of the CEO; * No performance conditions or performance period are specified under the LTIP policy applicable to the CEO; * The derogation policy is considered too broad; * The new joiner policy is deemed too vague; * The company does not provide under which specific circumstances could be granted an exceptional remuneration to the executives.* | | | | |
| 11 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 12 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |

# Exail Technologies SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 13 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 14 | Authorize Capitalization of Reserves of Up to EUR 5 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 15 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * Votes AGAINST Items 15, 16, 17, 18 and 20 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 16 to 20 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST Items 16 to 18 are warranted because the maximum discount could go beyond the acceptable limit of 10 percent.* | | | | |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * Votes AGAINST Items 15, 16, 17, 18 and 20 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 16 to 20 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST Items 16 to 18 are warranted because the maximum discount could go beyond the acceptable limit of 10 percent.* | | | | |
| 17 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 5 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * Votes AGAINST Items 15, 16, 17, 18 and 20 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 16 to 20 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST Items 16 to 18 are warranted because the maximum discount could go beyond the acceptable limit of 10 percent.* | | | | |
| 18 | Approve Issuance of Equity or Equity-Linked Securities Reserved for One or More Specifically Designated Persons up to Aggregate Nominal Amount of EUR 5 Million | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * Votes AGAINST Items 15, 16, 17, 18 and 20 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 16 to 20 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST Items 16 to 18 are warranted because the maximum discount could go beyond the acceptable limit of 10 percent.* | | | | |
| 19 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15-18 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * Votes AGAINST Items 15, 16, 17, 18 and 20 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 16 to 20 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST Items 16 to 18 are warranted because the maximum discount could go beyond the acceptable limit of 10 percent.* | | | | |

## Exail Technologies SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 20 | Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * Votes AGAINST Items 15, 16, 17, 18 and 20 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 16 to 20 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST Items 16 to 18 are warranted because the maximum discount could go beyond the acceptable limit of 10 percent.* | | | | |
| 21 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 22 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## ITOCHU Corp.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 8001

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J2501P104

**Shares Voted:** 27,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 22 | Mgmt | For | For | For |
| 2.1 | Elect Director Okafuji, Masahiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Ishii, Keita | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Tsubai, Hiroyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Naka, Hiroyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.5 | Elect Director Nishiguchi, Tomokuni | Mgmt | For | For | For |
| 2.6 | Elect Director Kawana, Masatoshi | Mgmt | For | For | For |
| 2.7 | Elect Director Nakamori, Makiko | Mgmt | For | For | For |
| 2.8 | Elect Director Ishizuka, Kunio | Mgmt | For | For | For |
| 2.9 | Elect Director Ito, Akiko | Mgmt | For | For | For |

## ITOCHU Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.1 | Appoint Statutory Auditor Inomata, Jun | Mgmt | For | For | For |
| 3.2 | Appoint Statutory Auditor Takai, Kenji | Mgmt | For | For | For |

## Japan Exchange Group, Inc.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 8697
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J2740B106

**Shares Voted:** 34,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kinoshita, Yasushi | Mgmt | For | For | For |
| 1.2 | Elect Director Yamaji, Hiromi | Mgmt | For | For | For |
| 1.3 | Elect Director Philippe Avril | Mgmt | For | For | For |
| 1.4 | Elect Director Ota, Hiroko | Mgmt | For | For | For |
| 1.5 | Elect Director Kama, Kazuaki | Mgmt | For | For | For |
| 1.6 | Elect Director Sawada, Jun | Mgmt | For | For | For |
| 1.7 | Elect Director Sumida, Sayaka | Mgmt | For | For | For |
| 1.8 | Elect Director Takeno, Yasuzo | Mgmt | For | For | For |
| 1.9 | Elect Director Tanaka, Yayoi | Mgmt | For | For | For |
| 1.10 | Elect Director Teshirogi, Isao | Mgmt | For | For | For |
| 1.11 | Elect Director Matsumoto, Mitsuhiro | Mgmt | For | For | For |
| 1.12 | Elect Director Lin Kay | Mgmt | For | For | For |

## Kawasaki Kisen Kaisha, Ltd.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 9107
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J31588148

**Shares Voted:** 2,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 60 | Mgmt | For | For | For |

## Kawasaki Kisen Kaisha, Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.1 | Elect Director Myochin, Yukikazu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Igarashi, Takenori | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director, and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Arai, Kunihiko | Mgmt | For | For | For |
| 2.4 | Elect Director Yamada, Keiji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 2.5 | Elect Director Uchida, Ryuhei | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 2.6 | Elect Director Kotaka, Koji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 2.7 | Elect Director Maki, Hiroyuki | Mgmt | For | For | For |
| 2.8 | Elect Director Masai, Takako | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 2.9 | Elect Director Harasawa, Atsumi | Mgmt | For | For | For |
| 2.10 | Elect Director Kubo, Shinsuke | Mgmt | For | For | For |

## LY Corp.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 4689

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J9894K105

**Shares Voted:** 15,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Idezawa, Takeshi | Mgmt | For | For | For |
| 1.2 | Elect Director Sakaue, Ryosuke | Mgmt | For | For | For |
| 1.3 | Elect Director Tamatsuka, Genichi | Mgmt | For | For | For |
| 2.1 | Elect Director and Audit Committee Member Takahashi, Yuko | Mgmt | For | For | For |
| 2.2 | Elect Director and Audit Committee Member Shimizu, Aki | Mgmt | For | For | For |

## LY Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Elect Alternate Director and Audit Committee Member Tobita, Hiroshi | Mgmt | For | For | For |
| 4 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## MatsukiyoCocokara & Co.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 3088

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J41208109

**Shares Voted:** 2,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 26 | Mgmt | For | For | For |
| 2.1 | Elect Director Matsumoto, Namio | Mgmt | For | For | For |
| 2.2 | Elect Director Matsumoto, Kiyo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Tsukamoto, Atsushi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Matsumoto, Takashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.5 | Elect Director Obe, Shingo | Mgmt | For | For | For |
| 2.6 | Elect Director Ishibashi, Akio | Mgmt | For | For | For |
| 2.7 | Elect Director Yamamoto, Tsuyoshi | Mgmt | For | For | For |
| 2.8 | Elect Director Matsuda, Takashi | Mgmt | For | For | For |
| 2.9 | Elect Director Kimura, Keiji | Mgmt | For | For | For |
| 2.10 | Elect Director Kawai, Junko | Mgmt | For | For | For |
| 2.11 | Elect Director Shinada, Hideaki | Mgmt | For | For | For |
| 2.12 | Elect Director Yamamoto, Taeko | Mgmt | For | For | For |
| 2.13 | Elect Director Asami, Akiko | Mgmt | For | For | For |
| 2.14 | Elect Director Tsujita, Yoshino | Mgmt | For | For | For |

# Mitsubishi Corp.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 8058
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J43830116

**Shares Voted:** 17,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 55 | Mgmt | For | For | For |
| 2.1 | Elect Director Kakiuchi, Takehiko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material ESG risks. The chair of the board ultimately shoulders the most responsibility among all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.* | | | | |
| 2.2 | Elect Director Nakanishi, Katsuya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Nojima, Yoshiyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Kobayashi, Kenji | Mgmt | For | For | For |
| 2.5 | Elect Director Baba, Juro | Mgmt | For | For | For |
| 2.6 | Elect Director Shimazu, Yoshihiro | Mgmt | For | For | For |
| 2.7 | Elect Director and Audit Committee Member Tatsuoka, Tsuneyoshi | Mgmt | For | For | For |
| 2.8 | Elect Director Miyanaga, Shunichi | Mgmt | For | For | For |
| 2.9 | Elect Director Sagiya, Mari | Mgmt | For | For | For |
| 2.10 | Elect Director Nakazora, Mana | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Icho, Mitsumasa | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Nochi, Yuzo | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Akiyama, Sakie | Mgmt | For | For | For |
| 3.4 | Elect Director and Audit Committee Member Mogi,Tetsuya | Mgmt | For | For | For |
| 3.5 | Elect Director and Audit Committee Member Kaneko, Keiko | Mgmt | For | For | For |

## Mitsubishi Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Elect Alternate Director and Audit Committee Member Sagiya, Mari | Mgmt | For | For | For |

## NEC Corp.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 6701

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J48818207

**Shares Voted:** 29,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Articles to Allow Virtual Only Shareholder Meetings | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Virtual only meetings may impact shareholders' ability to hold directors accountable, and may hinder meaningful exchanges between directors, management, and shareholders.* | | | | |
| 2.1 | Elect Director Mochizuki, Harufumi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Yamada, Yoshihito | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Sato, Shinjiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Nishimura, Mika | Mgmt | For | For | For |
| 2.5 | Elect Director Yatsu, Tomomi | Mgmt | For | For | For |
| 2.6 | Elect Director Elly Keinan | Mgmt | For | For | For |
| 2.7 | Elect Director Joseph A. Kraft Jr | Mgmt | For | For | For |
| 2.8 | Elect Director Niino, Takashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 2.9 | Elect Director Morita, Takayuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.10 | Elect Director Amemiya, Kunikazu | Mgmt | For | For | For |

## Nitto Denko Corp.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 6988
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J58472119

**Shares Voted:** 3,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 30 | Mgmt | For | For | For |
| 2 | Approve Accounting Transfers | Mgmt | For | For | For |
| 3.1 | Elect Director Takasaki, Hideo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.2 | Elect Director Akagi, Tatsuya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.3 | Elect Director Iseyama, Yasuhiro | Mgmt | For | For | For |
| 3.4 | Elect Director Owaki, Yasuhito | Mgmt | For | For | For |
| 3.5 | Elect Director Katayama, Hiroyuki | Mgmt | For | For | For |
| 3.6 | Elect Director Wong Lai Yong | Mgmt | For | For | For |
| 3.7 | Elect Director Sawada, Michitaka | Mgmt | For | For | For |
| 3.8 | Elect Director Yamada, Yasuhiro | Mgmt | For | For | For |
| 3.9 | Elect Director Eto, Mariko | Mgmt | For | For | For |
| 4 | Approve Compensation Ceilings for Directors and Statutory Auditors | Mgmt | For | For | For |
| 5 | Approve Restricted Stock Plan | Mgmt | For | For | For |

## Nomura Research Institute Ltd.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 4307
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J5900F106

**Shares Voted:** 3,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Konomoto, Shingo | Mgmt | For | For | For |
| 1.2 | Elect Director Otsuka, Toru | Mgmt | For | For | For |

## Nomura Research Institute Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Yanagisawa, Kaga | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Yamazaki, Masaaki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.5 | Elect Director Nakayama, Hiroyuki | Mgmt | For | For | For |
| 1.6 | Elect Director Kobori, Hideki | Mgmt | For | For | For |
| 1.7 | Elect Director Asai, Eriko | Mgmt | For | For | For |
| 1.8 | Elect Director Fujie, Taro | Mgmt | For | For | For |

## Sekisui Chemical Co., Ltd.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 4204

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J70703137

**Shares Voted:** 2,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 40 | Mgmt | For | For | For |
| 2.1 | Elect Director Kato, Keita | Mgmt | For | For | For |
| 2.2 | Elect Director Shimizu, Ikusuke | Mgmt | For | For | For |
| 2.3 | Elect Director Nishida, Tatsuya | Mgmt | For | For | For |
| 2.4 | Elect Director Murakami, Kazuya | Mgmt | For | For | For |
| 2.5 | Elect Director Oeda, Hiroshi | Mgmt | For | For | For |
| 2.6 | Elect Director Nozaki, Haruko | Mgmt | For | For | For |
| 2.7 | Elect Director Koezuka, Miharu | Mgmt | For | For | For |
| 2.8 | Elect Director Miyai, Machiko | Mgmt | For | For | For |
| 2.9 | Elect Director Hatanaka, Yoshihiko | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Minomo, Yoshikazu | Mgmt | For | For | For |

## Sumitomo Corp.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 8053
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J77282119

**Shares Voted:** 4,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 80 | Mgmt | For | For | For |
| 2.1 | Elect Director Hyodo, Masayuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material ESG risks. The chair of the board ultimately shoulders the most responsibility among all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.* | | | | |
| 2.2 | Elect Director Nambu, Toshikazu | Mgmt | For | For | For |
| 2.3 | Elect Director Ueno, Shingo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Moroka, Reiji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.5 | Elect Director Yoshida, Yasuhiro | Mgmt | For | For | For |
| 2.6 | Elect Director Mitachi, Takashi | Mgmt | For | For | For |
| 2.7 | Elect Director Takahara, Takahisa | Mgmt | For | For | For |
| 2.8 | Elect Director Asakura, Haruyasu | Mgmt | For | For | For |
| 2.9 | Elect Director Otsuki, Nana | Mgmt | For | For | For |
| 2.10 | Elect Director Goto, Yasuko | Mgmt | For | For | For |
| 3 | Elect Director and Audit Committee Member Takeda, Mitsuhiro | Mgmt | For | For | For |

## Sumitomo Mitsui Trust Group, Inc.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 8309
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J7772M102

## Sumitomo Mitsui Trust Group, Inc.

**Shares Voted:** 2,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 105 | Mgmt | For | For | For |
| 2 | Amend Articles to Update Authorized Capital in Connection with Stock Split | Mgmt | For | For | For |
| 3.1 | Elect Director Oyama, Kazuya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation.* | | | | |
| 3.2 | Elect Director Watanabe, Masanori | Mgmt | For | For | For |
| 3.3 | Elect Director Matsumoto, Chikako | Mgmt | For | For | For |
| 3.4 | Elect Director Takakura, Toru | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation.* | | | | |
| 3.5 | Elect Director Kato, Koichi | Mgmt | For | For | For |
| 3.6 | Elect Director Kashima, Kaoru | Mgmt | For | For | For |
| 3.7 | Elect Director Ito, Tomonori | Mgmt | For | For | For |
| 3.8 | Elect Director Watanabe, Hajime | Mgmt | For | For | For |
| 3.9 | Elect Director Fujita, Hirokazu | Mgmt | For | For | For |
| 3.10 | Elect Director Sakakibara, Kazuo | Mgmt | For | For | For |
| 3.11 | Elect Director Kobori, Hideki | Mgmt | For | For | For |
| 3.12 | Elect Director Kobayashi, Etsuko | Mgmt | For | For | For |
| 3.13 | Elect Director Shisai, Satoko | Mgmt | For | For | For |

## TDK Corp.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 6762

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J82141136

**Shares Voted:** 35,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 20 | Mgmt | For | For | For |

## TDK Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.1 | Elect Director Saito, Noboru | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Yamanishi, Tetsuji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Hashiyama, Shuichi | Mgmt | For | For | For |
| 2.4 | Elect Director Nakayama, Kozue | Mgmt | For | For | For |
| 2.5 | Elect Director Iwai, Mutsuo | Mgmt | For | For | For |
| 2.6 | Elect Director Yamana, Shoei | Mgmt | For | For | For |
| 2.7 | Elect Director Katsumoto, Toru | Mgmt | For | For | For |

## Yokohama Financial Group, Inc.

**Meeting Date:** 06/19/2026 **Country:** Japan **Ticker:** 7186
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J08613101

**Shares Voted:** 4,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kataoka, Tatsuya | Mgmt | For | For | For |
| 1.2 | Elect Director Onodera, Nobuo | Mgmt | For | For | For |
| 1.3 | Elect Director Katsuta, Michifumi | Mgmt | For | For | For |
| 1.4 | Elect Director Yoda, Mami | Mgmt | For | For | For |
| 1.5 | Elect Director Ishii, Shigeru | Mgmt | For | For | For |
| 1.6 | Elect Director Nishida, Yutaka | Mgmt | For | For | For |
| 1.7 | Elect Director Mabuchi, Mariko | Mgmt | For | For | For |
| 2 | Elect Alternate Director and Audit Committee Member Hashimoto, Keiichiro | Mgmt | For | For | For |

## Bandai Namco Holdings, Inc.

**Meeting Date:** 06/22/2026 **Country:** Japan **Ticker:** 7832
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** Y0606D102

## Bandai Namco Holdings, Inc.

**Shares Voted:** 6,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 50 | Mgmt | For | For | For |
| 2.1 | Elect Director Asako, Yuji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Momoi, Nobuhiko | Mgmt | For | For | For |
| 2.3 | Elect Director Tsuji, Takashi | Mgmt | For | For | For |
| 2.4 | Elect Director Fujita, Noriko | Mgmt | For | For | For |
| 2.5 | Elect Director Takenaka, Kazuhiro | Mgmt | For | For | For |
| 2.6 | Elect Director Udagawa, Nao | Mgmt | For | For | For |
| 2.7 | Elect Director Asanuma, Makoto | Mgmt | For | For | For |
| 2.8 | Elect Director Kawasaki, Hiroshi | Mgmt | For | For | For |
| 2.9 | Elect Director Shimada, Toshio | Mgmt | For | For | For |
| 2.10 | Elect Director Ikuno, Yuki | Mgmt | For | For | For |
| 2.11 | Elect Director Noma, Mikiharu | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Kaneko, Takashi | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Komiya, Takayuki | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Muraoka, Kanako | Mgmt | For | For | For |
| 4 | Elect Alternate Director and Audit Committee Member Makino, Koji | Mgmt | For | For | For |

## China Ruyi Holdings Limited

**Meeting Date:** 06/22/2026 **Country:** Bermuda **Ticker:** 136

**Record Date:** 06/15/2026 **Meeting Type:** Annual

**Primary Security ID:** G4404N114

**Shares Voted:** 148,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |

## China Ruyi Holdings Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Elect Ke Liming as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Liming Ke is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 3 | Elect Zhang Qiang as Director | Mgmt | For | For | For |
| 4 | Elect Chau Shing Yim, David as Director | Mgmt | For | For | For |
| 5 | Elect Shi Zhuomin as Director | Mgmt | For | For | For |
| 6 | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 7 | Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding the audit firm's conduct.* | | | | |
| 8 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 9 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 10 | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |

## Daiichi Life Group, Inc.

**Meeting Date:** 06/22/2026 **Country:** Japan **Ticker:** 8750
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J09748112

**Shares Voted:** 15,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 30.5 | Mgmt | For | For | For |
| 2.1 | Elect Director Inagaki, Seiji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: - Given the implication of the improper information acquisition by seconded employees of subsidiaries to insurance agencies, support for Chairman Seiji Inagaki does not appear appropriate at this time.* | | | | |

## Daiichi Life Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.2 | Elect Director Kikuta, Tetsuya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: - Given the implication of the improper information acquisition by seconded employees of subsidiaries to insurance agencies, support for President Tetsuya Kikuta does not appear appropriate at this time. - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Yamaguchi, Hitoshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Kitahori, Takako | Mgmt | For | For | For |
| 2.5 | Elect Director Sumino, Toshiaki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: - Given the implication of the improper information acquisition by seconded employees of Daiichi Life Insurance to insurance agencies, support for Toshiaki Sumino, the president of Daiichi Life Insurance, does not appear appropriate at this time.* | | | | |
| 2.6 | Elect Director Matsuda, Kiyoto | Mgmt | For | For | For |
| 2.7 | Elect Director Shingai, Yasushi | Mgmt | For | For | For |
| 2.8 | Elect Director Bruce Miller | Mgmt | For | For | For |
| 2.9 | Elect Director Ishii, Ichiro | Mgmt | For | For | For |
| 2.10 | Elect Director Etsuko Shakespeare | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Shibagaki, Takahiro | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Yamakoshi, Kenji | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Nagase, Satoshi | Mgmt | For | For | For |
| 3.4 | Elect Director and Audit Committee Member Ogushi, Junko | Mgmt | For | For | For |
| 4 | Elect Alternate Director and Audit Committee Member Sakurada, Katsura | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |

## Daiichi Sankyo Co., Ltd.

**Meeting Date:** 06/22/2026 **Country:** Japan **Ticker:** 4568

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J11257102

## Daiichi Sankyo Co., Ltd.

**Shares Voted:** 21,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 39 | Mgmt | For | For | For |
| 2.1 | Elect Director Okuzawa, Hiroyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Matsumoto, Takashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Ueno, Shizuko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Joseph Kenneth Keller | Mgmt | For | For | For |
| 2.5 | Elect Director Komatsu, Yasuhiro | Mgmt | For | For | For |
| 2.6 | Elect Director Nishii, Takaaki | Mgmt | For | For | For |
| 2.7 | Elect Director Homma, Yo | Mgmt | For | For | For |
| 2.8 | Elect Director Watanabe, Akihiro | Mgmt | For | For | For |
| 2.9 | Elect Director Kinoshita, Reiko | Mgmt | For | For | For |
| 2.10 | Elect Director Stuart Mackey | Mgmt | For | For | For |
| 3.1 | Appoint Statutory Auditor Murata, Takashi | Mgmt | For | For | For |
| 3.2 | Appoint Statutory Auditor Tago, Sayuri | Mgmt | For | For | For |
| 4 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## JAPAN POST INSURANCE Co., Ltd.

**Meeting Date:** 06/22/2026 **Country:** Japan **Ticker:** 7181

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J2800E107

**Shares Voted:** 900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Onishi, Toru | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.* | | | | |

## JAPAN POST INSURANCE Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Hironaka, Yasuaki | Mgmt | For | For | For |
| 1.3 | Elect Director Nara, Tomoaki | Mgmt | For | For | For |
| 1.4 | Elect Director Negishi, Kazuyuki | Mgmt | For | For | For |
| 1.5 | Elect Director Tonosu, Kaori | Mgmt | For | For | For |
| 1.6 | Elect Director Tomii, Satoshi | Mgmt | For | For | For |
| 1.7 | Elect Director Shingu, Yuki | Mgmt | For | For | For |
| 1.8 | Elect Director Omachi, Reiko | Mgmt | For | For | For |
| 1.9 | Elect Director Yamana, Shoei | Mgmt | For | For | For |
| 1.10 | Elect Director Hosoya, Kazuo | Mgmt | For | For | For |
| 1.11 | Elect Director Uno, Akiko | Mgmt | For | For | For |

## MS&AD Insurance Group Holdings, Inc.

**Meeting Date:** 06/22/2026 **Country:** Japan **Ticker:** 8725

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J4687C105

**Shares Voted:** 5,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 82.5 | Mgmt | For | For | For |
| 2 | Amend Articles to Change Company Name - Change Location of Head Office | Mgmt | For | For | For |
| 3.1 | Elect Director Hara, Noriyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation. - Given the implication of the data leak incidents at its core operating subsidiaries Mitsui Sumitomo Insurance and Aioi Nissay Dowa, support for Chairman Noriyuki Hara does not appear appropriate at this time.* | | | | |
| 3.2 | Elect Director Kanasugi, Yasuzo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - Given the implication of the data leak incidents at its core operating subsidiaries Mitsui Sumitomo Insurance and Aioi Nissay Dowa, support for Vice Chairman Yasuzo Kanasugi does not appear appropriate at this time.* | | | | |
| 3.3 | Elect Director Funabiki, Shinichiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation. - Given the implication of the data leak incidents at its core operating subsidiaries Mitsui Sumitomo Insurance and Aioi Nissay Dowa, support for President Shinichiro Funabiki does not appear appropriate at this time* | | | | |
| 3.4 | Elect Director Kudo, Shigeo | Mgmt | For | For | For |

## MS&AD Insurance Group Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.5 | Elect Director Niiro, Keisuke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: The original analysis erroneously recommended a FOR vote for the election of Keisuke Niiro. However, Niiro in fact has been on the board of Aioi Nissay Dowa for six years, and has served as the president since 2022. Given the implication of the data leak incidents at Aioi Nissay Dowa, the vote recommendation in this item is now changed from FOR to AGAINST.* | | | | |
| 3.6 | Elect Director Rochelle Kopp | Mgmt | For | For | For |
| 3.7 | Elect Director Ishiwata, Akemi | Mgmt | For | For | For |
| 3.8 | Elect Director Suzuki, Jun | Mgmt | For | For | For |
| 3.9 | Elect Director Okajima, Atsuko | Mgmt | For | For | For |
| 3.10 | Elect Director Seguchi, Jiro | Mgmt | For | For | For |
| 4 | Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |
| 6 | Approve Restricted Stock Plan | Mgmt | For | For | For |

## Panasonic Holdings Corp.

**Meeting Date:** 06/22/2026 **Country:** Japan **Ticker:** 6752
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J6354Y104

**Shares Voted:** 11,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kusumi, Yuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a top executive and the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 1.2 | Elect Director Tamaoki, Hajime | Mgmt | For | For | For |
| 1.3 | Elect Director Shotoku, Ayako | Mgmt | For | For | For |
| 1.4 | Elect Director Sumida, Kazuyo | Mgmt | For | For | For |
| 1.5 | Elect Director Waniko, Akira | Mgmt | For | For | For |
| 1.6 | Elect Director Matsui, Shinobu | Mgmt | For | For | For |
| 1.7 | Elect Director Matsuo, Yutaka | Mgmt | For | For | For |
| 1.8 | Elect Director Nishiyama, Keita | Mgmt | For | For | For |
| 1.9 | Elect Director Sawada, Michitaka | Mgmt | For | For | For |
| 1.10 | Elect Director Seto, Junko | Mgmt | For | For | For |
| 1.11 | Elect Director Shigetomi, Ryusuke | Mgmt | For | For | For |

## Panasonic Holdings Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.12 | Elect Director Katayama, Eiichi | Mgmt | For | For | For |
| 1.13 | Elect Director Shingai, Yasushi | Mgmt | For | For | For |
| 2.1 | Appoint Statutory Auditor Eto, Akihiro | Mgmt | For | For | For |
| 2.2 | Appoint Statutory Auditor Nakamura, Akihiko | Mgmt | For | For | For |
| 3 | Approve Compensation Ceiling for Directors | Mgmt | For | For | For |
| 4 | Approve Restricted Stock Plan | Mgmt | For | For | For |
| 5 | Approve Performance Share Plan | Mgmt | For | For | For |

## Rivian Automotive, Inc.

**Meeting Date:** 06/22/2026 **Country:** USA **Ticker:** RIVN
**Record Date:** 04/23/2026 **Meeting Type:** Annual
**Primary Security ID:** 76954A103

**Shares Voted:** 44,323

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Karen Boone | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Karen Boone and Aidan Gomez given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1b | Elect Director Aidan Gomez | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Karen Boone and Aidan Gomez given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Concerns are noted surrounding the structure, disclosure, and quantum of pay. Disclosure was lacking surrounding STI metric weightings, specific targets, and results, and the forward-looking PSU goals. These concerns are augmented by the relatively high quantum of the CEO's base salary and the NEOs' annual LTI awards. Further, the CEO's FY25 option award was outsized, with no goal disclosure for a portion of the options. Lastly, the company has not disclosed any short- and long-term E&S performance incentives and has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |

# SalMar ASA

**Meeting Date:** 06/22/2026 **Country:** Norway **Ticker:** SALM
**Record Date:** 06/15/2026 **Meeting Type:** Annual
**Primary Security ID:** R7445C102

**Shares Voted:** 8,653

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 2 | Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 3 | Receive Presentation of the Business | Mgmt | | | |
| 4 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 5 | Approve Dividends of NOK 10 Per Share | Mgmt | For | For | For |
| 6 | Approve Remuneration of Directors; Approve Remuneration for Committee Work; Approve Remuneration of Nominating Committee | Mgmt | For | For | For |
| 7 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 8 | Discuss Company's Corporate Governance Statement | Mgmt | | | |
| 9 | Approve Remuneration Statement | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because of the poor ex-post STIP disclosure, and lack of clear disclosure of vested awards under the LTIP.* | | | | |
| 10 | Approve Share-Based Incentive Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: * The vesting and performance period is less than three years, * One third of awards is not based on performance conditions, * The performance conditions are only met/not met, thus not providing any stretch performance incentive.* | | | | |
| 11.1 | Reelect Gustav Witzoe (Chair) as Director | Mgmt | For | For | For |
| 11.2 | Reelect Arnhild Holstad as Director | Mgmt | For | For | For |
| 11.3 | Elect Martin Bech Holte as Director | Mgmt | For | For | For |
| 11.4 | Reelect Magnus Dybvad as Deputy Director | Mgmt | For | For | For |
| 11.5 | Reelect Vibecke Bondo as Deputy Director | Mgmt | For | For | For |
| 12 | Elect Kristin Eriksen as Member of Nominating Committee | Mgmt | For | For | For |
| 13 | Approve Creation of NOK 1.7 Million Pool of Capital without Preemptive Rights | Mgmt | For | For | For |

## SalMar ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Approve Issuance of Convertible Loans without Preemptive Rights up to Aggregate Nominal Amount of NOK 3 Billion; Approve Creation of NOK 1.7 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | For | For |
| 15 | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | Mgmt | For | For | For |

## Sompo Holdings, Inc.

**Meeting Date:** 06/22/2026 **Country:** Japan **Ticker:** 8630

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J7621A101

**Shares Voted:** 6,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 75 | Mgmt | For | For | For |
| 2 | Amend Articles to Change Company Name | Mgmt | For | For | For |
| 3.1 | Elect Director Okumura, Mikio | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. * Given the implication of the data leak incidents, support for President Mikio Okumura does not appear appropriate at this time. * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.2 | Elect Director Hara, Shinichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and a member of the nominating committee, and there is a lack of diversity on the board.* | | | | |
| 3.3 | Elect Director Tajiri, Katsuyuki | Mgmt | For | For | For |
| 3.4 | Elect Director Higashi, Kazuhiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence. * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 3.5 | Elect Director Shibata, Misuzu | Mgmt | For | For | For |
| 3.6 | Elect Director Yamada, Meyumi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 3.7 | Elect Director Waga, Masayuki | Mgmt | For | For | For |
| 3.8 | Elect Director Kajikawa, Toru | Mgmt | For | For | For |
| 3.9 | Elect Director Jeffrey Hayman | Mgmt | For | For | For |
| 3.10 | Elect Director Kawauchi, Yuji | Mgmt | For | For | For |

## Sompo Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.11 | Elect Director Imamura, Shinobu | Mgmt | For | For | For |
| 4 | Amend Articles to Appoint Outside Director as Chairman of the Board | SH | Against | For | For |

*Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The addition of the language to the articles will add credence to the company that it will have a better governance structure, as the roles of board chair and chief executive will be separate under the articles of incorporation. * Given the compliance concerns over the data leak incidents, the proposal appears beneficial to shareholders, and the proponent's arguments are persuasive.*

## Weichai Power Co., Ltd.

**Meeting Date:** 06/22/2026 **Country:** China **Ticker:** 2338

**Record Date:** 06/15/2026 **Meeting Type:** Annual

**Primary Security ID:** Y9531A109

**Shares Voted:** 50,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Annual Report | Mgmt | For | For | For |
| 3 | Approve Audited Financial Statements and Auditors' Report | Mgmt | For | For | For |
| 4 | Approve Remuneration of the Directors for the Year 2025 and Remuneration Proposal of the Directors for the Year 2026 | Mgmt | For | For | For |
| 5 | Approve Establishment of the Remuneration Management System | Mgmt | For | For | For |
| 6 | Approve Profit Distribution Plan | Mgmt | For | For | For |
| 7 | Approve Grant of Mandate to the Board of Directors for the Payment of Interim Dividend | Mgmt | For | For | For |
| 8 | Approve KPMG Huazhen LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 9 | Approve ShineWing Certified Public Accountants LLP as Internal Control Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 10 | Approve Change in Use of Part of Proceeds | Mgmt | For | For | For |
| 11 | Elect Zhang Bo as Director | Mgmt | For | For | For |

## Central Japan Railway Co.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 9022
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J05523105

**Shares Voted:** 90,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 16 | Mgmt | For | For | For |
| 2.1 | Elect Director Kaneko, Shin | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Niwa, Shunsuke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Takeda, Kentaro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Kimura, Ataru | Mgmt | For | For | For |
| 2.5 | Elect Director Mizuno, Takanori | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.6 | Elect Director Tsujimura, Atsushi | Mgmt | For | For | For |
| 2.7 | Elect Director Oshima, Taku | Mgmt | For | For | For |
| 2.8 | Elect Director Nagano, Tsuyoshi | Mgmt | For | For | For |
| 2.9 | Elect Director Kiba, Hiroko | Mgmt | For | For | For |
| 2.10 | Elect Director Joseph Schmelzeis | Mgmt | For | For | For |
| 2.11 | Elect Director Ii, Masako | Mgmt | For | For | For |

## CoStar Group, Inc.

**Meeting Date:** 06/23/2026 **Country:** USA **Ticker:** CSGP
**Record Date:** 04/27/2026 **Meeting Type:** Annual
**Primary Security ID:** 22160N109

**Shares Voted:** 3,238

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Louise S. Sams | Mgmt | For | For | For |
| 1b | Elect Director Andrew C. Florance | Mgmt | For | For | For |

## CoStar Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director John L. Berisford | Mgmt | For | For | For |
| 1d | Elect Director Angelique G. Brunner | Mgmt | For | For | For |
| 1e | Elect Director Rachel C. Glaser | Mgmt | For | For | For |
| 1f | Elect Director John W. Hill | Mgmt | For | For | For |
| 1g | Elect Director Christine M. McCarthy | Mgmt | For | For | For |
| 1h | Elect Director Robert W. Musslewhite | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: * Excessive differentials between CEO pay and the pay of other named executive officers at the firm; * High CEO pay relative to company performance compared to the company's peers; and * High CEO pay in relation to company peer group CEO median pay levels. Additional concerns are noted surrounding the increase to the CEO's target equity award value, which increased for the second consecutive year amid sustained negative TSR underperformance. In addition, the LTI program is relatively complex, though it has been simplified for FY26 awards, and the company maintains a stock purchase plan that provides outsized premiums on deferrals. Shareholders should note that, following last year's low say-on-pay vote, the committee demonstrated sufficient responsiveness by making several positive changes that improve pay structure and disclosure to address shareholders' concerns. The CEO's FY25 STIP was entirely based on a rigorous financial metric and annual equity awards were predominantly performance-based with forward-looking goals disclosed, which is an improvement over the prior year. The committee also increased the weighting of financial metrics for non-CEO NEOs' FY26 STIP. In addition, the committee simplified the LTIP and enhanced the goal rigor of PSUs, and the committee also reduced all NEOs' FY26 target equity award values to align with recent company performance. Lastly, the committee removed a legacy problematic provision from the CEO's employment agreement. However, CEO pay quantum during underperformance remains an ongoing concern that investors should expect to be addressed next year.* | | | | |
| 4 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Delivery Hero SE

**Meeting Date:** 06/23/2026 **Country:** Germany **Ticker:** DHER

**Record Date:** 06/16/2026 **Meeting Type:** Annual

**Primary Security ID:** D1T0KZ103

**Shares Voted:** 8,234

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting) | Mgmt | | | |

# Delivery Hero SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.1 | Approve Discharge of Management Board Member Lars Niklas Ostberg for Fiscal Year 2025 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: On June 2, 2025, the company reached a EUR 329 million settlement with the European Commission regarding its participation in a labor cartel with another food delivery platform from July 2018 to July 2022. As such: Votes AGAINST the discharge of the management board members Lars Niklas Ostberg (Item 2.1) and David Pieter-Jan Vandepitte (Item 2.2) are warranted because: * They failed to ensure an effective compliance and risk management framework capable of identifying, preventing, or escalating competition law risks associated with the company's relationship and interactions with Glovo. * Anti-competitive conduct occurred over an extended period, raising concerns regarding the effectiveness of management oversight and the implementation of appropriate internal controls. * The company's acknowledgment of participation in the cartel and acceptance of significant financial penalties indicate a material compliance failure during the tenure of these management board members. Votes AGAINST the discharge of the supervisory board members Gabriella Engaras (Item 3.5), Nils Engvall (Item 3.6), Dimitrios Tsaousis (Item 3.8), and Martin Enderle (Item 3.10) are warranted because: * They failed to adequately oversee the company's compliance, risk management, and internal control systems, despite the supervisory board's responsibility to monitor their effectiveness. * The prolonged duration of the misconduct raises concerns as to whether the supervisory board received, sought, and acted upon sufficient information regarding competition law risks and compliance controls. * The European Commission's findings suggest that board oversight mechanisms were ultimately ineffective in preventing or detecting conduct that resulted in significant legal, financial, and reputational consequences for the company. Votes FOR the remaining management and supervisory board members are warranted as: * They were appointed to their positions after July 2022, and do not appear to be linked to any of the concerns raised above. * There is no evidence that they have not fulfilled their fiduciary duties in the year under review.* | | | | |
| 2.2 | Approve Discharge of Management Board Member David Pieter-Jan Vandepitte for Fiscal Year 2025 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: On June 2, 2025, the company reached a EUR 329 million settlement with the European Commission regarding its participation in a labor cartel with another food delivery platform from July 2018 to July 2022. As such: Votes AGAINST the discharge of the management board members Lars Niklas Ostberg (Item 2.1) and David Pieter-Jan Vandepitte (Item 2.2) are warranted because: * They failed to ensure an effective compliance and risk management framework capable of identifying, preventing, or escalating competition law risks associated with the company's relationship and interactions with Glovo. * Anti-competitive conduct occurred over an extended period, raising concerns regarding the effectiveness of management oversight and the implementation of appropriate internal controls. * The company's acknowledgment of participation in the cartel and acceptance of significant financial penalties indicate a material compliance failure during the tenure of these management board members. Votes AGAINST the discharge of the supervisory board members Gabriella Engaras (Item 3.5), Nils Engvall (Item 3.6), Dimitrios Tsaousis (Item 3.8), and Martin Enderle (Item 3.10) are warranted because: * They failed to adequately oversee the company's compliance, risk management, and internal control systems, despite the supervisory board's responsibility to monitor their effectiveness. * The prolonged duration of the misconduct raises concerns as to whether the supervisory board received, sought, and acted upon sufficient information regarding competition law risks and compliance controls. * The European Commission's findings suggest that board oversight mechanisms were ultimately ineffective in preventing or detecting conduct that resulted in significant legal, financial, and reputational consequences for the company. Votes FOR the remaining management and supervisory board members are warranted as: * They were appointed to their positions after July 2022, and do not appear to be linked to any of the concerns raised above. * There is no evidence that they have not fulfilled their fiduciary duties in the year under review.* | | | | |
| 2.3 | Approve Discharge of Management Board Member Marie-Anne Popp for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.1 | Approve Discharge of Supervisory Board Member Kristin Lund for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Supervisory Board Member Warren Jenson for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.3 | Approve Discharge of Supervisory Board Member Judith Jungmann for Fiscal Year 2025 | Mgmt | For | For | For |

# Delivery Hero SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.4 | Approve Discharge of Supervisory Board Member Scott Ferguson for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.5 | Approve Discharge of Supervisory Board Member Gabriella Engaras for Fiscal Year 2025 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: On June 2, 2025, the company reached a EUR 329 million settlement with the European Commission regarding its participation in a labor cartel with another food delivery platform from July 2018 to July 2022. As such: Votes AGAINST the discharge of the management board members Lars Niklas Ostberg (Item 2.1) and David Pieter-Jan Vandepitte (Item 2.2) are warranted because: * They failed to ensure an effective compliance and risk management framework capable of identifying, preventing, or escalating competition law risks associated with the company's relationship and interactions with Glovo. * Anti-competitive conduct occurred over an extended period, raising concerns regarding the effectiveness of management oversight and the implementation of appropriate internal controls. * The company's acknowledgment of participation in the cartel and acceptance of significant financial penalties indicate a material compliance failure during the tenure of these management board members. Votes AGAINST the discharge of the supervisory board members Gabriella Engaras (Item 3.5), Nils Engvall (Item 3.6), Dimitrios Tsaousis (Item 3.8), and Martin Enderle (Item 3.10) are warranted because: * They failed to adequately oversee the company's compliance, risk management, and internal control systems, despite the supervisory board's responsibility to monitor their effectiveness. * The prolonged duration of the misconduct raises concerns as to whether the supervisory board received, sought, and acted upon sufficient information regarding competition law risks and compliance controls. * The European Commission's findings suggest that board oversight mechanisms were ultimately ineffective in preventing or detecting conduct that resulted in significant legal, financial, and reputational consequences for the company. Votes FOR the remaining management and supervisory board members are warranted as: * They were appointed to their positions after July 2022, and do not appear to be linked to any of the concerns raised above. * There is no evidence that they have not fulfilled their fiduciary duties in the year under review.* | | | | |
| 3.6 | Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2025 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: On June 2, 2025, the company reached a EUR 329 million settlement with the European Commission regarding its participation in a labor cartel with another food delivery platform from July 2018 to July 2022. As such: Votes AGAINST the discharge of the management board members Lars Niklas Ostberg (Item 2.1) and David Pieter-Jan Vandepitte (Item 2.2) are warranted because: * They failed to ensure an effective compliance and risk management framework capable of identifying, preventing, or escalating competition law risks associated with the company's relationship and interactions with Glovo. * Anti-competitive conduct occurred over an extended period, raising concerns regarding the effectiveness of management oversight and the implementation of appropriate internal controls. * The company's acknowledgment of participation in the cartel and acceptance of significant financial penalties indicate a material compliance failure during the tenure of these management board members. Votes AGAINST the discharge of the supervisory board members Gabriella Engaras (Item 3.5), Nils Engvall (Item 3.6), Dimitrios Tsaousis (Item 3.8), and Martin Enderle (Item 3.10) are warranted because: * They failed to adequately oversee the company's compliance, risk management, and internal control systems, despite the supervisory board's responsibility to monitor their effectiveness. * The prolonged duration of the misconduct raises concerns as to whether the supervisory board received, sought, and acted upon sufficient information regarding competition law risks and compliance controls. * The European Commission's findings suggest that board oversight mechanisms were ultimately ineffective in preventing or detecting conduct that resulted in significant legal, financial, and reputational consequences for the company. Votes FOR the remaining management and supervisory board members are warranted as: * They were appointed to their positions after July 2022, and do not appear to be linked to any of the concerns raised above. * There is no evidence that they have not fulfilled their fiduciary duties in the year under review.* | | | | |
| 3.7 | Approve Discharge of Supervisory Board Member Isabel Poscherstnikov for Fiscal Year 2025 | Mgmt | For | For | For |

# Delivery Hero SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.8 | Approve Discharge of Supervisory Board Member Dimitrios Tsaousis for Fiscal Year 2025 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: On June 2, 2025, the company reached a EUR 329 million settlement with the European Commission regarding its participation in a labor cartel with another food delivery platform from July 2018 to July 2022. As such: Votes AGAINST the discharge of the management board members Lars Niklas Ostberg (Item 2.1) and David Pieter-Jan Vandepitte (Item 2.2) are warranted because: * They failed to ensure an effective compliance and risk management framework capable of identifying, preventing, or escalating competition law risks associated with the company's relationship and interactions with Glovo. * Anti-competitive conduct occurred over an extended period, raising concerns regarding the effectiveness of management oversight and the implementation of appropriate internal controls. * The company's acknowledgment of participation in the cartel and acceptance of significant financial penalties indicate a material compliance failure during the tenure of these management board members. Votes AGAINST the discharge of the supervisory board members Gabriella Engaras (Item 3.5), Nils Engvall (Item 3.6), Dimitrios Tsaousis (Item 3.8), and Martin Enderle (Item 3.10) are warranted because: * They failed to adequately oversee the company's compliance, risk management, and internal control systems, despite the supervisory board's responsibility to monitor their effectiveness. * The prolonged duration of the misconduct raises concerns as to whether the supervisory board received, sought, and acted upon sufficient information regarding competition law risks and compliance controls. * The European Commission's findings suggest that board oversight mechanisms were ultimately ineffective in preventing or detecting conduct that resulted in significant legal, financial, and reputational consequences for the company. Votes FOR the remaining management and supervisory board members are warranted as: * They were appointed to their positions after July 2022, and do not appear to be linked to any of the concerns raised above. * There is no evidence that they have not fulfilled their fiduciary duties in the year under review.* | | | | |
| 3.9 | Approve Discharge of Supervisory Board Member Roger Rabalais for Fiscal Year 2025 | Mgmt | For | For | For |
| 3.10 | Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2025 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: On June 2, 2025, the company reached a EUR 329 million settlement with the European Commission regarding its participation in a labor cartel with another food delivery platform from July 2018 to July 2022. As such: Votes AGAINST the discharge of the management board members Lars Niklas Ostberg (Item 2.1) and David Pieter-Jan Vandepitte (Item 2.2) are warranted because: * They failed to ensure an effective compliance and risk management framework capable of identifying, preventing, or escalating competition law risks associated with the company's relationship and interactions with Glovo. * Anti-competitive conduct occurred over an extended period, raising concerns regarding the effectiveness of management oversight and the implementation of appropriate internal controls. * The company's acknowledgment of participation in the cartel and acceptance of significant financial penalties indicate a material compliance failure during the tenure of these management board members. Votes AGAINST the discharge of the supervisory board members Gabriella Engaras (Item 3.5), Nils Engvall (Item 3.6), Dimitrios Tsaousis (Item 3.8), and Martin Enderle (Item 3.10) are warranted because: * They failed to adequately oversee the company's compliance, risk management, and internal control systems, despite the supervisory board's responsibility to monitor their effectiveness. * The prolonged duration of the misconduct raises concerns as to whether the supervisory board received, sought, and acted upon sufficient information regarding competition law risks and compliance controls. * The European Commission's findings suggest that board oversight mechanisms were ultimately ineffective in preventing or detecting conduct that resulted in significant legal, financial, and reputational consequences for the company. Votes FOR the remaining management and supervisory board members are warranted as: * They were appointed to their positions after July 2022, and do not appear to be linked to any of the concerns raised above. * There is no evidence that they have not fulfilled their fiduciary duties in the year under review.* | | | | |
| 4.1 | Elect Scott Ferguson to the Supervisory Board | Mgmt | For | For | For |
| 4.2 | Elect Roger Rabalais to the Supervisory Board | Mgmt | For | For | For |
| 5.1 | Ratify KPMG AG as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Statements | Mgmt | For | For | For |
| 5.2 | Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2026 | Mgmt | For | For | For |

## Delivery Hero SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.1 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2027 and for the Review of Interim Financial Statements | Mgmt | For | For | For |
| 6.2 | Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2027 | Mgmt | For | For | For |
| 7 | Approve Remuneration Report | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy | Mgmt | For | For | For |
| 9 | Approve Creation of EUR 11.5 Million Pool of Authorized Capital 2026/I for Employee Stock Purchase Plan | Mgmt | For | For | For |
| 10 | Amend Articles Re: Electronic Securities | Mgmt | For | For | For |
| 11 | Amend Articles Re: General Meeting Chair | Mgmt | For | For | For |
| 12 | 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 | Mgmt | None | Against | Against |

*Voting Policy Rationale: A vote AGAINST this item is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new or modified motions are introduced by shareholders at the AGM that have not been made accessible beforehand. * The content of any new items or counterproposals is not known at this time. Thus, shareholder proposals filed at the AGM cannot be properly evaluated and acted upon by shareholders voting via proxy, which effectively disenfranchises them.*

## emeis SA

**Meeting Date:** 06/23/2026 **Country:** France **Ticker:** EMEIS

**Record Date:** 06/15/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F69036196

**Shares Voted:** 781

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Treatment of Losses | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | For | For |

# emeis SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Reelect Laurent Guillot as Director | Mgmt | For | For | For |
| 6 | Reelect Caisse des Dépôts et Consignations as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR the reelection of the CEO is warranted given the absence of any concerns (Item 5) Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (15.4 percent vs 33.3 percent recommended) (Items 6-9). A vote AGAINST the non-independent audit committee member on ballot is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 6). Votes AGAINST the non-independent remuneration committee member(s) on ballot are warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Items 6-7). A vote FOR Laurent Guillot (Item 5) is warranted.* | | | | |
| 7 | Reelect MACSF Epargne Retraite as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR the reelection of the CEO is warranted given the absence of any concerns (Item 5) Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (15.4 percent vs 33.3 percent recommended) (Items 6-9). A vote AGAINST the non-independent audit committee member on ballot is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 6). Votes AGAINST the non-independent remuneration committee member(s) on ballot are warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Items 6-7). A vote FOR Laurent Guillot (Item 5) is warranted.* | | | | |
| 8 | Reelect Frédérique Mozziconacci as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR the reelection of the CEO is warranted given the absence of any concerns (Item 5) Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (15.4 percent vs 33.3 percent recommended) (Items 6-9). A vote AGAINST the non-independent audit committee member on ballot is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 6). Votes AGAINST the non-independent remuneration committee member(s) on ballot are warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Items 6-7). A vote FOR Laurent Guillot (Item 5) is warranted.* | | | | |
| 9 | Elect Olivier Dussopt as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR the reelection of the CEO is warranted given the absence of any concerns (Item 5) Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (15.4 percent vs 33.3 percent recommended) (Items 6-9). A vote AGAINST the non-independent audit committee member on ballot is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 6). Votes AGAINST the non-independent remuneration committee member(s) on ballot are warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Items 6-7). A vote FOR Laurent Guillot (Item 5) is warranted.* | | | | |
| 10 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 11 | Approve Compensation of Guillaume Pepy, Chairman of the Board | Mgmt | For | For | For |
| 12 | Approve Compensation of Laurent Guillot, CEO | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of Directors and Censors | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 16 | Approve Remuneration Policy of Vice-CEO | Mgmt | For | For | For |

## emeis SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 18 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 19 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 790,000 | Mgmt | For | For | For |
| 20 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to Aggregate Nominal Amount of EUR 322,880 | Mgmt | For | For | For |
| 21 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 161,440 | Mgmt | For | For | For |
| 22 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 161,440 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes FOR the authorizations under Items 19 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). Votes AGAINST the authorizations under Items 22 to 24 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10 percent of the outstanding capital.* | | | | |
| 23 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-22 | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes FOR the authorizations under Items 19 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). Votes AGAINST the authorizations under Items 22 to 24 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10 percent of the outstanding capital.* | | | | |
| 24 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes FOR the authorizations under Items 19 to 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). Votes AGAINST the authorizations under Items 22 to 24 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10 percent of the outstanding capital.* | | | | |
| 25 | Authorize Capitalization of Reserves of Up to EUR 590,000 for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |

## emeis SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 26 | Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 27 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 28 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Japan Airlines Co., Ltd.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 9201
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J25979121

**Shares Voted:** 700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 50 | Mgmt | For | For | For |
| 2.1 | Elect Director Akasaka, Yuji | Mgmt | For | For | For |
| 2.2 | Elect Director Tottori, Mitsuko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Saito, Yuji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Aoki, Noriyuki | Mgmt | For | For | For |
| 2.5 | Elect Director Leggett Ross | Mgmt | For | For | For |
| 2.6 | Elect Director Nakagawa, Yukio | Mgmt | For | For | For |
| 2.7 | Elect Director Yanagi, Hiroyuki | Mgmt | For | For | For |
| 2.8 | Elect Director Mitsuya, Yuko | Mgmt | For | For | For |
| 2.9 | Elect Director Komoda, Masanobu | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Watanabe, Junko | Mgmt | For | For | For |

## Japan Post Bank Co., Ltd.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 7182
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J2800C101

## Japan Post Bank Co., Ltd.

**Shares Voted:** 7,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kasama, Takayuki | Mgmt | For | For | For |
| 1.2 | Elect Director Yano, Harumi | Mgmt | For | For | For |
| 1.3 | Elect Director Ogata, Kenji | Mgmt | For | For | For |
| 1.4 | Elect Director Negishi, Kazuyuki | Mgmt | For | For | For |
| 1.5 | Elect Director Ichiki, Miho | Mgmt | For | For | For |
| 1.6 | Elect Director Yamamoto, Kenzo | Mgmt | For | For | For |
| 1.7 | Elect Director Nakazawa, Keiji | Mgmt | For | For | For |
| 1.8 | Elect Director Sato, Atsuko | Mgmt | For | For | For |
| 1.9 | Elect Director Amano, Reiko | Mgmt | For | For | For |
| 1.10 | Elect Director Kato, Akane | Mgmt | For | For | For |
| 1.11 | Elect Director Mori, Shigeki | Mgmt | For | For | For |
| 1.12 | Elect Director Moro, Junko | Mgmt | For | For | For |
| 1.13 | Elect Director Nakayama, Takao | Mgmt | For | For | For |
| 1.14 | Elect Director Misawa, Toshimitsu | Mgmt | For | For | For |

## Kikkoman Corp.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 2801
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J32620106

**Shares Voted:** 3,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 15 | Mgmt | For | For | For |
| 2.1 | Elect Director Mogi, Yuzaburo | Mgmt | For | For | For |
| 2.2 | Elect Director Horikiri, Noriaki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Nakano, Shozaburo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## Kikkoman Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.4 | Elect Director Mogi, Osamu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.5 | Elect Director Matsuyama, Asahi | Mgmt | For | For | For |
| 2.6 | Elect Director Tsuji, Ryohei | Mgmt | For | For | For |
| 2.7 | Elect Director Fukui, Toshihiko | Mgmt | For | For | For |
| 2.8 | Elect Director Inokuchi, Takeo | Mgmt | For | For | For |
| 2.9 | Elect Director Iino, Masako | Mgmt | For | For | For |
| 2.10 | Elect Director Sugiyama, Shinsuke | Mgmt | For | For | For |
| 2.11 | Elect Director Endo, Nobuhiro | Mgmt | For | For | For |
| 2.12 | Elect Director Arthur M. Mitchell | Mgmt | For | For | For |
| 2.13 | Elect Director Kuniya, Hiroko | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Nagata, Takashi | Mgmt | For | For | For |
| 4 | Appoint Alternate Statutory Auditor Kambe, Kenichi | Mgmt | For | For | For |

## Komatsu Ltd.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 6301
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J35759125

**Shares Voted:** 15,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 95 | Mgmt | For | For | For |
| 2.1 | Elect Director Ogawa, Hiroyuki | Mgmt | For | For | For |
| 2.2 | Elect Director Imayoshi, Takuya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board* | | | | |
| 2.3 | Elect Director Kusaba, Taisuke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board* | | | | |
| 2.4 | Elect Director Yokomoto, Mitsuko | Mgmt | For | For | For |
| 2.5 | Elect Director Kunibe, Takeshi | Mgmt | For | For | For |
| 2.6 | Elect Director Saiki, Naoko | Mgmt | For | For | For |

## Komatsu Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.7 | Elect Director Sawada, Michitaka | Mgmt | For | For | For |
| 2.8 | Elect Director Thomas M. Clark | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Kosaka, Tatsuro | Mgmt | For | For | For |

## NetEase, Inc.

**Meeting Date:** 06/23/2026 **Country:** Cayman Islands **Ticker:** 9999

**Record Date:** 05/26/2026 **Meeting Type:** Annual

**Primary Security ID:** G6427A102

**Shares Voted:** 23,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect William Lei Ding as Director | Mgmt | For | For | For |
| 1b | Elect Alice Yu-Fen Cheng as Director | Mgmt | For | For | For |
| 1c | Elect Grace Hui Tang as Director | Mgmt | For | For | For |
| 1d | Elect Joseph Tze Kay Tong as Director | Mgmt | For | For | For |
| 1e | Elect Michael Man Kit Leung as Director | Mgmt | For | For | For |
| 1f | Elect Kok Chung Johnny Chan as Director | Mgmt | For | For | For |
| 2 | Approve PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the significant concerns raised by regulatory authorities regarding PwC's and PwC Zhong Tian's conduct and their suitability to act as auditors of the company.* | | | | |
| 3 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 4 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |

## NetEase, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5a | Amend and Restate the Amended and Restated 2019 Share Incentive Plan as the Second Amended and Restated 2019 Share Incentive Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the amended Plan, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Plan lacks challenging performance criteria meaningful vesting periods. * The directors eligible to receive options and/or awards under the Plan are involved in the administration of the Plan. * The proposed amendments to the Plan do not address its negative features.* | | | | |
| 5b | Adopt Consultant Sublimit | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the amended Plan, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Plan lacks challenging performance criteria meaningful vesting periods. * The directors eligible to receive options and/or awards under the Plan are involved in the administration of the Plan. * The proposed amendments to the Plan do not address its negative features.* | | | | |
| 6 | Amend Existing Memorandum and Articles of Association by Adopting the Proposed Third Amended and Restated Memorandum and Articles of Association | Mgmt | For | For | For |

## NIPPON STEEL CORP.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 5401

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J55678106

**Shares Voted:** 20,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 12 | Mgmt | For | For | For |
| 2.1 | Elect Director Hashimoto, Eiji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. * The nominee is a top executive and the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 2.2 | Elect Director Imai, Tadashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. * The nominee is a top executive and the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 2.3 | Elect Director Mori, Takahiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Sato, Naoki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## NIPPON STEEL CORP.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.5 | Elect Director Hirose, Takashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.6 | Elect Director Funakoshi, Hirofumi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.7 | Elect Director Minato, Hiroyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.8 | Elect Director Fujita, Nobuhiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.9 | Elect Director Sawada, Jun | Mgmt | For | For | For |
| 2.10 | Elect Director Koezuka, Miharu | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Shinkai, Kazumasa | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Yamane, Takeshi | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Hiramatsu, Kenji | Mgmt | For | For | For |
| 3.4 | Elect Director and Audit Committee Member Sekine, Aiko | Mgmt | For | For | For |
| 3.5 | Elect Director and Audit Committee Member Takeuchi, Sumiko | Mgmt | For | For | For |
| 4 | Amend Articles to Establish Committee on Strategic Review of Listed Subsidiaries | SH | Against | Against | Against |

## Nissan Motor Co., Ltd.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 7201

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J57160129

**Shares Voted:** 11,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Bernard Delmas | Mgmt | For | For | For |

## Nissan Motor Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.2 | Elect Director Nagai, Moto | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.* | | | | |
| 1.3 | Elect Director Andrew House | Mgmt | For | For | For |
| 1.4 | Elect Director Brenda Harvey | Mgmt | For | For | For |
| 1.5 | Elect Director Tokuno, Mariko | Mgmt | For | For | For |
| 1.6 | Elect Director Koji, Akiyoshi | Mgmt | For | For | For |
| 1.7 | Elect Director Shimbo, Junichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.* | | | | |
| 1.8 | Elect Director Joy M. Greenway | Mgmt | For | For | For |
| 1.9 | Elect Director Valerie Landon | Mgmt | For | For | For |
| 1.10 | Elect Director Timothy Ryan | Mgmt | For | For | For |
| 1.11 | Elect Director Ivan Espinosa | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is a top executive, and the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. * Top management is responsible for the company's unfavorable ROE performance.* | | | | |
| 1.12 | Elect Director Akashi, Eiichi | Mgmt | For | For | For |
| 2 | Amend Articles to Prohibit Blank Votes as Votes FOR Management Proposals, AGAINST Shareholder Proposals | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * The proposed amendment removes a pro-management bias without introducing any new bias, since blank ballots would work to the advantage of neither side.* | | | | |

## Nomura Holdings, Inc.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 8604

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J58646100

**Shares Voted:** 13,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Nagai, Koji | Mgmt | For | For | For |
| 1.2 | Elect Director Okuda, Kentaro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Nakajima, Yutaka | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## Nomura Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Elect Director Ogawa, Shoji | Mgmt | For | For | For |
| 1.5 | Elect Director Victor Chu | Mgmt | For | For | For |
| 1.6 | Elect Director Patricia Mosser | Mgmt | For | For | For |
| 1.7 | Elect Director Takahara, Takahisa | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because the nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.8 | Elect Director Ishiguro, Miyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because the nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.9 | Elect Director Ishizuka, Masahiro | Mgmt | For | For | For |
| 1.10 | Elect Director Oshima, Taku | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because the nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.11 | Elect Director Nellie Liang | Mgmt | For | For | For |

## ORIX Corp.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 8591

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J61933123

**Shares Voted:** 7,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Articles to Amend Business Lines | Mgmt | For | For | For |
| 2 | Amend Articles to Allow Virtual Only Shareholder Meetings | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Virtual only meetings may impact shareholders' ability to hold directors accountable, and may hinder meaningful exchanges between directors, management, and shareholders.* | | | | |
| 3.1 | Elect Director Takahashi, Hidetake | Mgmt | For | For | For |
| 3.2 | Elect Director Matsuzaki, Satoru | Mgmt | For | For | For |
| 3.3 | Elect Director Irie, Shuji | Mgmt | For | For | For |
| 3.4 | Elect Director Yamada, Masataka | Mgmt | For | For | For |
| 3.5 | Elect Director Watanabe, Hiroshi | Mgmt | For | For | For |
| 3.6 | Elect Director Hodo, Chikatomo | Mgmt | For | For | For |
| 3.7 | Elect Director Yanagawa, Noriyuki | Mgmt | For | For | For |

## ORIX Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.8 | Elect Director Yunoki, Mami | Mgmt | For | For | For |
| 3.9 | Elect Director Seki, Miwa | Mgmt | For | For | For |
| 3.10 | Elect Director Hosokawa, Akiko | Mgmt | For | For | For |

## SoftBank Corp.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 9434
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J75963132

**Shares Voted:** 126,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Shimba, Jun | Mgmt | For | For | For |
| 1.2 | Elect Director Miyakawa, Junichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Akiyama, Osamu | Mgmt | For | For | For |
| 1.4 | Elect Director Son, Masayoshi | Mgmt | For | For | For |
| 1.5 | Elect Director Idezawa, Takeshi | Mgmt | For | For | For |
| 1.6 | Elect Director Nakayama, Ichiro | Mgmt | For | For | For |
| 1.7 | Elect Director Horiba, Atsushi | Mgmt | For | For | For |
| 1.8 | Elect Director Koshi, Naomi | Mgmt | For | For | For |
| 1.9 | Elect Director Sakamoto, Maki | Mgmt | For | For | For |
| 1.10 | Elect Director Sasaki, Hiroko | Mgmt | For | For | For |
| 1.11 | Elect Director Karaki, Hideaki | Mgmt | For | For | For |
| 1.12 | Elect Director Onishi, Yukihiko | Mgmt | For | For | For |
| 1.13 | Elect Director Yuzaki, Hidehiko | Mgmt | For | For | For |
| 2.1 | Appoint Statutory Auditor Naito, Takashi | Mgmt | For | For | For |
| 2.2 | Appoint Statutory Auditor Kudo, Yoko | Mgmt | For | For | For |
| 3 | Appoint Alternate Statutory Auditor Nakajima, Yasuhiro | Mgmt | For | For | For |

## Sony Group Corp.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 6758
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J76379106

**Shares Voted:** 74,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Totoki, Hiroki | Mgmt | For | For | For |
| 1.2 | Elect Director Lin Tao | Mgmt | For | For | For |
| 1.3 | Elect Director Wendy Becker | Mgmt | For | For | For |
| 1.4 | Elect Director Joseph A. Kraft Jr | Mgmt | For | For | For |
| 1.5 | Elect Director Neil Hunt | Mgmt | For | For | For |
| 1.6 | Elect Director William Morrow | Mgmt | For | For | For |
| 1.7 | Elect Director Konomoto, Shingo | Mgmt | For | For | For |
| 1.8 | Elect Director Goto, Yoriko | Mgmt | For | For | For |
| 1.9 | Elect Director Nora Denzel | Mgmt | For | For | For |
| 1.10 | Elect Director Hyodo, Masayuki | Mgmt | For | For | For |

## TAISEI Corp.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 1801
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J79561148

**Shares Voted:** 700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 185 | Mgmt | For | For | For |
| 2 | Amend Articles to Amend Business Lines - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings - Add/Amend Provisions on Corporate Officers | Mgmt | For | For | For |
| 3.1 | Elect Director Tanaka, Shigeyoshi | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. * Top management is responsible for the company's capital misallocation.*

## TAISEI Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.2 | Elect Director Aikawa, Yoshiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. * Top management is responsible for the company's capital misallocation.* | | | | |
| 3.3 | Elect Director Kasahara, Junichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.4 | Elect Director Shirakawa, Kenji | Mgmt | For | For | For |
| 3.5 | Elect Director Yamaura, Mayuki | Mgmt | For | For | For |
| 3.6 | Elect Director Yoshino, Yuichiro | Mgmt | For | For | For |
| 3.7 | Elect Director Haba, Yukio | Mgmt | For | For | For |
| 3.8 | Elect Director Otsuka, Norio | Mgmt | For | For | For |
| 3.9 | Elect Director Kamijo, Tsutomu | Mgmt | For | For | For |
| 3.10 | Elect Director Koide, Hiroko | Mgmt | For | For | For |
| 3.11 | Elect Director Ohara, Keiko | Mgmt | For | For | For |
| 3.12 | Elect Director Nishizawa, Keiji | Mgmt | For | For | For |
| 4.1 | Appoint Statutory Auditor Okada, Masahiko | Mgmt | For | For | For |
| 4.2 | Appoint Statutory Auditor Uemura,Kyoko | Mgmt | For | For | For |
| 4.3 | Appoint Statutory Auditor Sakoda, Yuji | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Directors | Mgmt | For | For | For |
| 6 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |
| 7 | Approve Compensation Ceiling for Statutory Auditors | Mgmt | For | For | For |

## TIS, Inc. (Japan)

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 3626
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J8T622102

**Shares Voted:** 14,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 42 | Mgmt | For | For | For |

## TIS, Inc. (Japan)

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Amend Articles to Change Company Name - Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Add/Amend Provisions on Corporate Officers | Mgmt | For | For | For |
| 3.1 | Elect Director Kuwano, Toru | Mgmt | For | For | For |
| 3.2 | Elect Director Okamoto, Yasushi | Mgmt | For | For | For |
| 3.3 | Elect Director Horiguchi, Shinichi | Mgmt | For | For | For |
| 3.4 | Elect Director Hikida, Shuzo | Mgmt | For | For | For |
| 3.5 | Elect Director Makado, Akira | Mgmt | For | For | For |
| 3.6 | Elect Director Nakamura, Kiyotaka | Mgmt | For | For | For |
| 3.7 | Elect Director Sunaga, Junko | Mgmt | For | For | For |
| 3.8 | Elect Director Furusawa, Mitsuhiro | Mgmt | For | For | For |
| 3.9 | Elect Director Iwasaki, Naoko | Mgmt | For | For | For |
| 4.1 | Elect Director and Audit Committee Member Kishimoto, Hideki | Mgmt | For | For | For |
| 4.2 | Elect Director and Audit Committee Member Ono, Yukio | Mgmt | For | For | For |
| 4.3 | Elect Director and Audit Committee Member Yamakawa, Akiko | Mgmt | For | For | For |
| 4.4 | Elect Director and Audit Committee Member Kudo, Hiroko | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |
| 6 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |
| 7 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## Tokyo Electron Ltd.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 8035

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J86957115

## Tokyo Electron Ltd.

**Shares Voted:** 3,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kawai, Toshiki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director, and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Tahara, Kazushi | Mgmt | For | For | For |
| 1.3 | Elect Director Ishida, Hiroshi | Mgmt | For | For | For |
| 1.4 | Elect Director Hayashi, Shinichi | Mgmt | For | For | For |
| 1.5 | Elect Director Sasaki, Michio | Mgmt | For | For | For |
| 1.6 | Elect Director Joseph A. Kraft Jr | Mgmt | For | For | For |
| 1.7 | Elect Director Suzuki, Yukari | Mgmt | For | For | For |
| 1.8 | Elect Director Shinohara, Yukihiro | Mgmt | For | For | For |
| 1.9 | Elect Director Jenifer Rogers | Mgmt | For | For | For |
| 2 | Approve Deep Discount Stock Option Plan, Trust-Type Equity Compensation Plan and Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

## Toyota Tsusho Corp.

**Meeting Date:** 06/23/2026 **Country:** Japan **Ticker:** 8015

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J92719111

**Shares Voted:** 3,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 62 | Mgmt | For | For | For |
| 2.1 | Elect Director Murakami, Nobuhiko | Mgmt | For | For | For |
| 2.2 | Elect Director Kashitani, Ichiro | Mgmt | For | For | For |
| 2.3 | Elect Director Imai, Toshimitsu | Mgmt | For | For | For |
| 2.4 | Elect Director Iwamoto, Hideyuki | Mgmt | For | For | For |
| 2.5 | Elect Director Watanuki, Tatsuya | Mgmt | For | For | For |
| 2.6 | Elect Director Didier Leroy | Mgmt | For | For | For |
| 2.7 | Elect Director Inoue, Yukari | Mgmt | For | For | For |

## Toyota Tsusho Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.8 | Elect Director Matsuda, Chieko | Mgmt | For | For | For |
| 2.9 | Elect Director Yamaguchi, Goro | Mgmt | For | For | For |
| 2.10 | Elect Director Isogai, Yuki | Mgmt | For | For | For |
| 3.1 | Appoint Statutory Auditor Hayashi, Kentaro | Mgmt | For | For | For |
| 3.2 | Appoint Statutory Auditor Kawashima, Kazuya | Mgmt | For | For | For |
| 3.3 | Appoint Statutory Auditor Takahashi, Tsutomu | Mgmt | For | For | For |

## Acciona SA

**Meeting Date:** 06/24/2026 **Country:** Spain **Ticker:** ANA

**Record Date:** 06/19/2026 **Meeting Type:** Annual

**Primary Security ID:** E0008Z109

**Shares Voted:** 3,151

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 1.2 | Approve Consolidated and Standalone Management Reports | Mgmt | For | For | For |
| 1.3 | Approve Discharge of Board | Mgmt | For | For | For |
| 1.4 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 1.5 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 1.6 | Renew Appointment of KPMG Auditores as Auditor for FY 2026 | Mgmt | For | For | For |
| 1.7 | Appoint KPMG Auditores as Auditor for FY 2027, 2028 and 2029 | Mgmt | For | For | For |
| 2.1 | Reelect Maria Salgado Madrinan as Director | Mgmt | For | For | For |
| 2.2 | Reelect Teresa Sanjurjo Gonzalez as Director | Mgmt | For | For | For |
| 2.3 | Reelect Jeronimo Marcos Gerard Rivero as Director | Mgmt | For | For | For |
| 3.1 | Amend Remuneration Policy | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this item is warranted since, although the proposed increase in the total annual remuneration cap for non-executive directors is uncontroversial, several concerning aspects remain unaddressed. These include an excessive contribution to executive director's pension schemes and an STI opportunity higher than market practice.*

## Acciona SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.2 | Advisory Vote on Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted as: * The company's contributions to the executive directors' pension scheme of 100 percent of their fixed salary is deemed excessive. * STI opportunity of 450 percent of the executive directors' fixed salary is deemed considerably high and not within market standards. Moreover, the company provides significantly limited retrospective disclosure in terms of performance outcomes and level of achievement of the different performance metrics. * There is a high degree of misalignment between executive remuneration and performance relative to peers.* | | | | |
| 4.1 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 4.2 | Authorize Company to Call EGM with 15 Days' Notice | Mgmt | For | For | For |
| 5 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## Aroundtown SA

**Meeting Date:** 06/24/2026 **Country:** Luxembourg **Ticker:** AT1

**Record Date:** 06/10/2026 **Meeting Type:** Annual

**Primary Security ID:** L0269F109

**Shares Voted:** 3,554

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Receive Report of Management Board (Non-Voting) | Mgmt | | | |
| 2. | Receive Auditor's Report (Non-Voting) | Mgmt | | | |
| 3. | Approve Financial Statements | Mgmt | For | For | For |
| 4. | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 5. | Approve Allocation of Income | Mgmt | For | For | For |
| 6. | Approve Discharge of Directors | Mgmt | For | For | For |
| 7. | Reelect Ran Laufer as Director | Mgmt | For | For | For |
| 8. | Reelect Simone Runge-Brandner as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Markus Kreuter, Markus Leininger, Daniel Malkin, and Simone Runge-Brandner is warranted for lack of diversity on the board.* | | | | |
| 9. | Reelect Jelena Afxentiou as Director | Mgmt | For | For | For |
| 10. | Reelect Frank Roseen as Director | Mgmt | For | For | For |

## Aroundtown SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11. | Reelect Markus Leininger as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Markus Kreuter, Markus Leininger, Daniel Malkin, and Simone Runge-Brandner is warranted for lack of diversity on the board.* | | | | |
| 12. | Reelect Markus Kreuter as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Markus Kreuter, Markus Leininger, Daniel Malkin, and Simone Runge-Brandner is warranted for lack of diversity on the board.* | | | | |
| 13. | Reelect Daniel Malkin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Markus Kreuter, Markus Leininger, Daniel Malkin, and Simone Runge-Brandner is warranted for lack of diversity on the board.* | | | | |
| 14. | Renew Appointment of KPMG Audit S.a r.l. as Auditor | Mgmt | For | For | For |
| 15. | Approve Dividends | Mgmt | For | For | For |
| 16. | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted as concerns are raised over: The lack of disclosure regarding SITP and LTIP criteria, performance, and vesting. Only the payout is disclosed, which does not allow shareholders to assess the stringency of those plans. The company granted former CFO a total settlement amount of EUR 1.057 million in exchange for outstanding LTI. However, the company failed to provide disclosure on how this amount was calculated. Furthermore, transaction bonus of EUR 1.5 million to former CFO is not in line with best market practices as transactions and special projects already fall within the remit and responsibilities of executives. Lastly, in line with last year, no responsiveness is provided by the company regarding last year's dissent on the remuneration report, while only 78.0 percent voted in favor. This raises concerns as the company failed address shareholder raised concerns in deviation of reporting requirements under SRD II.* | | | | |
| 17. | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted, because: Concerns arise from the presence of a one-off bonus, albeit subject to a cap of 200 percent salary. Furthermore, the board has also the opportunity to increase by 30 percent at its discretion the entitlement under the STIP and the LTIP, and The limited disclosure of target levels under both incentive plans. Furthermore, the company did not provide responsiveness to significant dissent to previous remuneration policy.* | | | | |

## Asahi Kasei Corp.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 3407
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J0242P110

**Shares Voted:** 5,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kobori, Hideki | Mgmt | For | For | For |
| 1.2 | Elect Director Kudo, Koshiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Horie, Toshiyasu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## Asahi Kasei Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.4 | Elect Director Kawase, Masatsugu | Mgmt | For | For | For |
| 1.5 | Elect Director Maeda, Yuko | Mgmt | For | For | For |
| 1.6 | Elect Director Matsuda, Chieko | Mgmt | For | For | For |
| 1.7 | Elect Director Yamashita, Yoshinori | Mgmt | For | For | For |
| 1.8 | Elect Director Ogawa, Hiroyuki | Mgmt | For | For | For |
| 2 | Appoint Statutory Auditor Urata, Haruyuki | Mgmt | For | For | For |

## Atalaya Mining Copper SA

**Meeting Date:** 06/24/2026 **Country:** Spain **Ticker:** ATYM

**Record Date:** 06/19/2026 **Meeting Type:** Annual

**Primary Security ID:** E0R97K105

**Shares Voted:** 1,250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Sustainability Report | Mgmt | For | For | For |
| 3 | Approve Discharge of Board | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 5 | Approve Dividends | Mgmt | For | For | For |
| 6.1 | Reelect Jesus Fernandez Lopez as Director | Mgmt | For | For | For |
| 6.2 | Reelect Neil Dean Gregson as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Neil Gregson, Kate Harcourt, and Maria del Coriseo Gonzalez-Izquierdo Revilla is warranted for lack of diversity on the board. A qualified vote FOR the reelection of Jesus Fernandez under Item 6.1 is warranted due to low attendance concerns. The director attended 61.5 percent of meetings in 2025 (2022:75.00%, 2023: 45.45%, 2024: 38.46%). A vote FOR the remaining nominees is warranted.* | | | | |
| 6.3 | Reelect Alberto Arsenio Lavandeira Adan as Director | Mgmt | For | For | For |
| 6.4 | Reelect Kate Jane Richards (Harcourt) as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Neil Gregson, Kate Harcourt, and Maria del Coriseo Gonzalez-Izquierdo Revilla is warranted for lack of diversity on the board. A qualified vote FOR the reelection of Jesus Fernandez under Item 6.1 is warranted due to low attendance concerns. The director attended 61.5 percent of meetings in 2025 (2022:75.00%, 2023: 45.45%, 2024: 38.46%). A vote FOR the remaining nominees is warranted.* | | | | |
| 6.5 | Reelect Carole Helene Whittall as Director | Mgmt | For | For | For |

# Atalaya Mining Copper SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6.6 | Reelect Maria del Coriseo Gonzalez-Izquierdo Revilla as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Neil Gregson, Kate Harcourt, and Maria del Coriseo Gonzalez-Izquierdo Revilla is warranted for lack of diversity on the board. A qualified vote FOR the reelection of Jesus Fernandez under Item 6.1 is warranted due to low attendance concerns. The director attended 61.5 percent of meetings in 2025 (2022:75.00%, 2023: 45.45%, 2024: 38.46%). A vote FOR the remaining nominees is warranted.* | | | | |
| 6.7 | Elect Michael Graham Armitage as Director | Mgmt | For | For | For |
| 6.8 | Elect Hendrik Johannes Faul as Director | Mgmt | For | For | For |
| 7 | Advisory Vote on Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because stock options under the LTIP vest after less than three years of grant.* | | | | |
| 8 | Approve Annual Maximum Remuneration | Mgmt | For | For | For |
| 9 | Amend Long-Term Incentive Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these items is warranted because potential dilution is deemed excessive and no performance conditions are attached to the plan.* | | | | |
| 10 | Approve Grant of Shares under Long-Term Incentive Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these items is warranted because potential dilution is deemed excessive and no performance conditions are attached to the plan.* | | | | |
| 11 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 12 | Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities with Preemptive Rights | Mgmt | For | For | For |
| 13 | Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Preemptive Rights | Mgmt | For | For | For |
| 14.1 | Authorize Board to Exclude Preemptive Rights Up to 10 Percent in Connection with the Increase in Capital and Issuance of Convertible Debt Securities | Mgmt | For | For | For |
| 14.2 | Authorize Board to Exclude Preemptive Rights Up to Additional 10 Percent in Connection with the Increase in Capital and Issuance of Convertible Debt Securities | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR Items 12 and 13 is warranted because the requested authorization meets the guidelines for share capital increases mandates with preemptive rights. A vote FOR Item 14.1 is warranted because the authorization to exclude preemptive rights does not exceed the 10 percent guideline for generic capital increase requests without preemptive rights. A vote AGAINST Item 14.2 is warranted because the proposed authorization would imply exceeding the 10 percent guideline for generic capital increase requests without preemptive rights* | | | | |

## Atalaya Mining Copper SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Amend Article 23.6 Re: Director Remuneration | Mgmt | For | For | For |
| 16 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 17 | Approve Minutes of Meeting | Mgmt | For | For | For |

## DISCO Corp.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 6146
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J12327102

**Shares Voted:** 800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 376 | Mgmt | For | For | For |
| 2.1 | Elect Director Sekiya, Kazuma | Mgmt | For | For | For |
| 2.2 | Elect Director Yoshinaga, Noboru | Mgmt | For | For | For |
| 2.3 | Elect Director Tamura, Takao | Mgmt | For | For | For |
| 2.4 | Elect Director Tokimaru, Kazuyoshi | Mgmt | For | For | For |
| 2.5 | Elect Director Oki, Noriko | Mgmt | For | For | For |
| 2.6 | Elect Director Matsuo, Akiko | Mgmt | For | For | For |
| 2.7 | Elect Director Kobayashi, Etsuko | Mgmt | For | For | For |
| 2.8 | Elect Director Christina L. Ahmadjian | Mgmt | For | For | For |
| 2.9 | Elect Director Murakami, Atsushi | Mgmt | For | For | For |
| 2.10 | Elect Director Sano, Hideshi | Mgmt | For | For | For |

## Hitachi Ltd.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 6501
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J20454112

## Hitachi Ltd.

**Shares Voted:** 53,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Sugawara, Ikuro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Ilham Kadri | Mgmt | For | For | For |
| 1.3 | Elect Director Nishijima, Takashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Chino, Masahiko | Mgmt | For | For | For |
| 1.5 | Elect Director Helmuth Ludwig | Mgmt | For | For | For |
| 1.6 | Elect Director Sakurai, Eriko | Mgmt | For | For | For |
| 1.7 | Elect Director Isabelle Deschamps | Mgmt | For | For | For |
| 1.8 | Elect Director Ravi Venkatesan | Mgmt | For | For | For |
| 1.9 | Elect Director Higashihara, Toshiaki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and a member of the nominating committee, and there is a lack of diversity on the board.* | | | | |
| 1.10 | Elect Director Nishiyama, Mitsuaki | Mgmt | For | For | For |
| 1.11 | Elect Director Tokunaga, Toshiaki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## IHI Corp.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 7013

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J2398N113

**Shares Voted:** 4,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 10 | Mgmt | For | For | For |
| 2.1 | Elect Director Ide, Hiroshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board* | | | | |
| 2.2 | Elect Director Morita, Hideo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## IHI Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.3 | Elect Director Kobayashi, Jun | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Sato, Atsushi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.5 | Elect Director Seo, Akihiro | Mgmt | For | For | For |
| 2.6 | Elect Director Nakanishi, Yoshiyuki | Mgmt | For | For | For |
| 2.7 | Elect Director Matsuda, Chieko | Mgmt | For | For | For |
| 2.8 | Elect Director Usui, Minoru | Mgmt | For | For | For |
| 2.9 | Elect Director Uchiyama, Toshihiro | Mgmt | For | For | For |
| 2.10 | Elect Director Tanaka, Yayoi | Mgmt | For | For | For |
| 2.11 | Elect Director Yoshida, Kenichiro | Mgmt | For | For | For |
| 3 | Approve Compensation Ceiling for Statutory Auditors | Mgmt | For | For | For |

## Japan Post Holdings Co., Ltd.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 6178

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J2800D109

**Shares Voted:** 7,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Negishi, Kazuyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Given the recurrence of compliance issues, opposing the reelection of President Kazuyuki Negishi helps convey shareholder concerns to the company.* | | | | |
| 1.2 | Elect Director Iizuka, Atsushi | Mgmt | For | For | For |
| 1.3 | Elect Director Kasama, Takayuki | Mgmt | For | For | For |
| 1.4 | Elect Director Koike, Shinya | Mgmt | For | For | For |
| 1.5 | Elect Director Onishi, Toru | Mgmt | For | For | For |
| 1.6 | Elect Director Kaiami, Makoto | Mgmt | For | For | For |
| 1.7 | Elect Director Satake, Akira | Mgmt | For | For | For |
| 1.8 | Elect Director Suwa, Takako | Mgmt | For | For | For |
| 1.9 | Elect Director Ito, Yayoi | Mgmt | For | For | For |

## Japan Post Holdings Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.10 | Elect Director Oeda, Hiroshi | Mgmt | For | For | For |
| 1.11 | Elect Director Shindo, Kosei | Mgmt | For | For | For |
| 1.12 | Elect Director Shiono, Noriko | Mgmt | For | For | For |
| 1.13 | Elect Director Kajita, Emiko | Mgmt | For | For | For |

## Makita Corp.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 6586
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J39584107

**Shares Voted:** 5,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 130 | Mgmt | For | For | For |
| 2.1 | Elect Director Goto, Munetoshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Kaneko, Tetsuhisa | Mgmt | For | For | For |
| 2.3 | Elect Director Omote, Takashi | Mgmt | For | For | For |
| 2.4 | Elect Director Tsuchiya, Takashi | Mgmt | For | For | For |
| 2.5 | Elect Director Yoshida, Masaki | Mgmt | For | For | For |
| 2.6 | Elect Director Otsu, Yukihiro | Mgmt | For | For | For |
| 2.7 | Elect Director Inuzuka, Yoshihisa | Mgmt | For | For | For |
| 2.8 | Elect Director Kawase, Hideyuki | Mgmt | For | For | For |
| 2.9 | Elect Director Iwase, Takahiro | Mgmt | For | For | For |
| 2.10 | Elect Director Ando, Takashi | Mgmt | For | For | For |
| 3 | Approve Annual Bonus | Mgmt | For | For | For |

## Mitsubishi Chemical Group Corp.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 4188
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J44046100

## Mitsubishi Chemical Group Corp.

**Shares Voted:** 6,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Fukuda, Nobuo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Chikumoto, Manabu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Katsuragi, Toshiya | Mgmt | For | For | For |
| 1.4 | Elect Director Eto, Akihiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.5 | Elect Director Sakamoto, Shuichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.6 | Elect Director Geoffrey Coates | Mgmt | For | For | For |
| 1.7 | Elect Director Kuraishi, Seiji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.8 | Elect Director Otsuka, Toshihiro | Mgmt | For | For | For |
| 1.9 | Elect Director Chiyoda, Yuko | Mgmt | For | For | For |

## Mitsubishi Electric Corp.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 6503

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J43873116

**Shares Voted:** 8,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Amend Articles to Amend Business Lines | Mgmt | For | For | For |
| 2.1 | Elect Director Kosaka, Tatsuro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because the nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Yanagi, Hiroyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because the nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |

## Mitsubishi Electric Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.3 | Elect Director Egawa, Masako | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because the nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Matsuyama, Haruka | Mgmt | For | For | For |
| 2.5 | Elect Director Minakawa, Kunihito | Mgmt | For | For | For |
| 2.6 | Elect Director Peter D. Pedersen | Mgmt | For | For | For |
| 2.7 | Elect Director Nakabayashi, Mieko | Mgmt | For | For | For |
| 2.8 | Elect Director Uruma, Kei | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and a member of the nominating committee, and there is a lack of diversity on the board.* | | | | |
| 2.9 | Elect Director Yabu, Atsuhiro | Mgmt | For | For | For |
| 2.10 | Elect Director Takazawa, Noriyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.11 | Elect Director Fujimoto, Kenichiro | Mgmt | For | For | For |

## NIO Inc.

**Meeting Date:** 06/24/2026 **Country:** Cayman Islands **Ticker:** 9866
**Record Date:** 05/22/2026 **Meeting Type:** Annual
**Primary Security ID:** G6525F102

**Shares Voted:** 115,667

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Director Hai Wu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST Hai Wu is warranted because a majority of the board is not independent.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |

## NVIDIA Corporation

**Meeting Date:** 06/24/2026 **Country:** USA **Ticker:** NVDA
**Record Date:** 04/27/2026 **Meeting Type:** Annual
**Primary Security ID:** 67066G104

# NVIDIA Corporation

**Shares Voted:** 219,128

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Tench Coxe | Mgmt | For | For | For |
| 1b | Elect Director John O. Dabiri | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Jen-Hsun Huang | Mgmt | For | For | For |
| 1d | Elect Director Dawn Hudson | Mgmt | For | For | For |
| 1e | Elect Director Harvey C. Jones | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1f | Elect Director Melissa B. Lora | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Stephen C. Neal | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director A. Brooke Seawell | Mgmt | For | For | For |
| 1i | Elect Director Aarti Shah | Mgmt | For | For | For |
| 1j | Elect Director Mark A. Stevens | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Adopt Simple Majority Vote | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.* | | | | |
| 5 | Report on Risks of Excluding Faith-Based Employee Resource Groups | SH | Against | Against | Against |
| 6 | Report on Risks of DEI Requirements in Hiring and Training | SH | Against | Against | Against |
| 7 | Issue Report Disclosing Emissions from Use of Sold Products | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted, as enhanced disclosure of emissions related to its sold products would allow shareholders to better understand how the company plans to reduce its full value chain emissions and manage its transition to a low-carbon economy.* | | | | |

# QIAGEN NV

**Meeting Date:** 06/24/2026 **Country:** Netherlands **Ticker:** QGEN
**Record Date:** 05/27/2026 **Meeting Type:** Annual
**Primary Security ID:** N72482156

**Shares Voted:** 1,910

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1. | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2. | Approve Remuneration Report | Mgmt | For | For | For |
| 3. | Approve Dividends | Mgmt | For | For | For |
| 4. | Approve Discharge of Management Board | Mgmt | For | For | For |
| 5. | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 6.a. | Reelect Toralf Haag to Supervisory Board | Mgmt | For | For | For |
| 6.b. | Reelect Bert van Meurs to Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Stephen (Steve) Rusckowski, Elizabeth Tallett, and Bert van Meurs is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6.c. | Elect Robert McMahon to Supervisory Board | Mgmt | For | For | For |
| 6.d. | Reelect Eva van Pelt to Supervisory Board | Mgmt | For | For | For |
| 6.e. | Reelect Eva Pisa to Supervisory Board | Mgmt | For | For | For |
| 6.f. | Reelect Stephen H. Rusckowski to Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Stephen (Steve) Rusckowski, Elizabeth Tallett, and Bert van Meurs is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 6.g. | Elect Mark P. Stevenson to Supervisory Board | Mgmt | For | For | For |
| 6.h. | Reelect Elizabeth E. Tallett to Supervisory Board | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Stephen (Steve) Rusckowski, Elizabeth Tallett, and Bert van Meurs is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 7.a. | Reelect Thierry Bernard to Management Board | Mgmt | For | For | For |
| 7.b. | Reelect Roland Sackers to Management Board | Mgmt | For | For | For |
| 8. | Amend Remuneration Policy | Mgmt | For | For | For |
| 9. | Ratify EY Accountants B.V. as Auditors | Mgmt | For | For | For |

## QIAGEN NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10. | Reappoint EY Accountants B.V. as Assurance Provider for Sustainability Reporting | Mgmt | For | For | For |
| 11.a. | Grant Supervisory Board Authority to Issue Shares | Mgmt | For | For | For |
| 11.b. | Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 12. | Authorize Repurchase of Shares | Mgmt | For | For | For |
| 13. | Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase | Mgmt | For | For | For |
| 14. | Approve Cancellation of Shares | Mgmt | For | For | For |

## Recruit Holdings Co., Ltd.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 6098

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J6433A101

**Shares Voted:** 13,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Minegishi, Masumi | Mgmt | For | For | For |
| 1.2 | Elect Director Idekoba, Hisayuki | Mgmt | For | For | For |
| 1.3 | Elect Director Senaha, Ayano | Mgmt | For | For | For |
| 1.4 | Elect Director Rony Kahan | Mgmt | For | For | For |
| 1.5 | Elect Director Izumiya, Naoki | Mgmt | For | For | For |
| 1.6 | Elect Director Kodera, Tsuyoshi | Mgmt | For | For | For |
| 1.7 | Elect Director Honda, Keiko | Mgmt | For | For | For |
| 1.8 | Elect Director Katrina Lake | Mgmt | For | For | For |
| 2.1 | Appoint Statutory Auditor Nishimura, Takashi | Mgmt | For | For | For |
| 2.2 | Appoint Alternate Statutory Auditor Tokumoto, Naoko | Mgmt | For | For | For |
| 3 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## Resona Holdings, Inc.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 8308
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J6448E106

**Shares Voted:** 9,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Minami, Masahiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation. - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Isa, Shinichiro | Mgmt | For | For | For |
| 1.3 | Elect Director Iwadate, Nobuki | Mgmt | For | For | For |
| 1.4 | Elect Director Murao, Yukinobu | Mgmt | For | For | For |
| 1.5 | Elect Director Iwata, Kimie | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.6 | Elect Director Nohara, Sawako | Mgmt | For | For | For |
| 1.7 | Elect Director Yamauchi, Masaki | Mgmt | For | For | For |
| 1.8 | Elect Director Tanaka, Katsuyuki | Mgmt | For | For | For |
| 1.9 | Elect Director Seguchi, Jiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: The nominee is a member of the nominating committee and there is a lack of diversity on the board. In the original analysis, Jiro Seguchi was classified as "Independent Outsider." However, on June 9, the company disclosed a transactional relationship with Japan Investment Corporation, where Seguchi currently serves as a senior corporate officer. Accordingly, Seguchi is now classified as an "Affiliated Outsider."* | | | | |
| 1.10 | Elect Director Shie Lundberg | Mgmt | For | For | For |
| 1.11 | Elect Director Higuchi, Yasuyuki | Mgmt | For | For | For |

## Seibu Holdings, Inc.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 9024
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J7030Q119

**Shares Voted:** 2,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 22 | Mgmt | For | For | For |
| 2.1 | Elect Director Goto, Takashi | Mgmt | For | For | For |

## Seibu Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.2 | Elect Director Nishiyama, Ryuichiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Ishihara, Masayuki | Mgmt | For | For | For |
| 2.4 | Elect Director Furuta, Yoshinari | Mgmt | For | For | For |
| 2.5 | Elect Director Yamazaki, Kimiyuki | Mgmt | For | For | For |
| 2.6 | Elect Director Harada, Takeo | Mgmt | For | For | For |
| 2.7 | Elect Director Ishibashi, Kenji | Mgmt | For | For | For |
| 2.8 | Elect Director Tatara, Yoshihiro | Mgmt | For | For | For |
| 2.9 | Elect Director Tsujihiro, Masafumi | Mgmt | For | For | For |
| 2.10 | Elect Director Arima, Atsumi | Mgmt | For | For | For |
| 2.11 | Elect Director Kobayashi, Yoko | Mgmt | For | For | For |
| 2.12 | Elect Director Takahashi, Masami | Mgmt | For | For | For |
| 2.13 | Elect Director Ikeda, Yuichi | Mgmt | For | For | For |
| 2.14 | Elect Director Arai, Saeko | Mgmt | For | For | For |
| 3.1 | Appoint Statutory Auditor Iida, Mitsuo | Mgmt | For | For | For |
| 3.2 | Appoint Statutory Auditor Yanagisawa, Giichi | Mgmt | For | For | For |
| 3.3 | Appoint Statutory Auditor Sakamoto, Chihiro | Mgmt | For | For | For |

## SG Holdings Co., Ltd.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 9143

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J7134P108

**Shares Voted:** 1,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kuriwada, Eiichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Matsumoto, Hidekazu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## SG Holdings Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Motomura, Masahide | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Takagaki, Koji | Mgmt | For | For | For |
| 1.5 | Elect Director Sasamori, Kimiaki | Mgmt | For | For | For |
| 1.6 | Elect Director Takaoka, Mika | Mgmt | For | For | For |
| 1.7 | Elect Director Sagisaka, Osami | Mgmt | For | For | For |
| 1.8 | Elect Director Akiyama, Masato | Mgmt | For | For | For |

## Shionogi & Co., Ltd.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 4507
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J74229105

**Shares Voted:** 10,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 38 | Mgmt | For | For | For |
| 2.1 | Elect Director Teshirogi, Isao | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director John Keller | Mgmt | For | For | For |
| 2.3 | Elect Director Ando, Keiichi | Mgmt | For | For | For |
| 2.4 | Elect Director Ozaki, Hiroshi | Mgmt | For | For | For |
| 2.5 | Elect Director Fujiwara, Takaoki | Mgmt | For | For | For |
| 2.6 | Elect Director Hirose, Kyoko | Mgmt | For | For | For |
| 2.7 | Elect Director Yoshii, Keiichi | Mgmt | For | For | For |

## SoftBank Group Corp.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 9984
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J7596P109

## SoftBank Group Corp.

**Shares Voted:** 39,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 5.5 | Mgmt | For | For | For |
| 2 | Amend Articles to Amend Business Lines | Mgmt | For | For | For |
| 3.1 | Elect Director Son, Masayoshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.2 | Elect Director Goto, Yoshimitsu | Mgmt | For | For | For |
| 3.3 | Elect Director Miyauchi, Ken | Mgmt | For | For | For |
| 3.4 | Elect Director Rene Haas | Mgmt | For | For | For |
| 3.5 | Elect Director Matsuo, Yutaka | Mgmt | For | For | For |
| 3.6 | Elect Director Kenneth A. Siegel | Mgmt | For | For | For |
| 3.7 | Elect Director David Chao | Mgmt | For | For | For |
| 3.8 | Elect Director Ohashi, Tetsuji | Mgmt | For | For | For |
| 3.9 | Elect Director Omori, Miwa | Mgmt | For | For | For |

## Subaru Corp.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 7270

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J7676H100

**Shares Voted:** 2,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 58.5 | Mgmt | For | For | For |
| 2 | Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Amend Provisions on Director Titles - Authorize Board to Determine Income Allocation | Mgmt | For | For | For |
| 3.1 | Elect Director Hayata, Fumiaki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## Subaru Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.2 | Elect Director Osaki, Atsushi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.3 | Elect Director Fujinuki, Tetsuo | Mgmt | For | For | For |
| 3.4 | Elect Director Toda, Shinsuke | Mgmt | For | For | For |
| 3.5 | Elect Director Hachiuma, Fuminao | Mgmt | For | For | For |
| 3.6 | Elect Director Yamashita, Shigeru | Mgmt | For | For | For |
| 3.7 | Elect Director Omura, Kayako | Mgmt | For | For | For |
| 4.1 | Elect Director and Audit Committee Member Shoji, Jinya | Mgmt | For | For | For |
| 4.2 | Elect Director and Audit Committee Member Furusawa, Yuri | Mgmt | For | For | For |
| 4.3 | Elect Director and Audit Committee Member Masuda, Yasumasa | Mgmt | For | For | For |
| 4.4 | Elect Director and Audit Committee Member Mitsuhashi, Yukiko | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |
| 6 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |
| 7 | Approve Restricted Stock Plan | Mgmt | For | For | For |

## Takeda Pharmaceutical Co., Ltd.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 4502
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J8129E108

**Shares Voted:** 7,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 100 | Mgmt | For | For | For |
| 2.1 | Elect Director Julie Kim | Mgmt | For | For | For |
| 2.2 | Elect Director Furuta, Mirano | Mgmt | For | For | For |
| 2.3 | Elect Director Andrew Plump | Mgmt | For | For | For |

## Takeda Pharmaceutical Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.4 | Elect Director Iijima, Masami | Mgmt | For | For | For |
| 2.5 | Elect Director Steven Gillis | Mgmt | For | For | For |
| 2.6 | Elect Director John Maraganore | Mgmt | For | For | For |
| 2.7 | Elect Director Tsusaka, Miki | Mgmt | For | For | For |
| 2.8 | Elect Director Paul Stoffels | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Kimberly A. Reed | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Bruce Broussard | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Kimura, Koichiro | Mgmt | For | For | For |
| 4 | Elect Alternate Director and Audit Committee Member Paul Stoffels | Mgmt | For | For | For |
| 5 | Approve Annual Bonus | Mgmt | For | For | For |

## Tokyo Metro Co., Ltd.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 9023
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J8T324105

**Shares Voted:** 2,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 21 | Mgmt | For | For | For |

## Toray Industries, Inc.

**Meeting Date:** 06/24/2026 **Country:** Japan **Ticker:** 3402
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J89494116

**Shares Voted:** 6,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 10 | Mgmt | For | For | For |

## Toray Industries, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.1 | Elect Director Nikkaku, Akihiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * The nominee is a top executive and the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 2.2 | Elect Director Oya, Mitsuo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * The nominee is an incumbent representative director and there is a lack of diversity on the board. * The nominee is a top executive and the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 2.3 | Elect Director Tsunekawa, Tetsuya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Miki, Kenichiro | Mgmt | For | For | For |
| 2.5 | Elect Director Terada, Shigeki | Mgmt | For | For | For |
| 2.6 | Elect Director Kato, Yuichiro | Mgmt | For | For | For |
| 2.7 | Elect Director Harayama, Yuko | Mgmt | For | For | For |
| 2.8 | Elect Director Innes-Taylor, Akiko | Mgmt | For | For | For |
| 2.9 | Elect Director Kobayashi, Keiichi | Mgmt | For | For | For |
| 2.10 | Elect Director Ueda, Hideshi | Mgmt | For | For | For |

## 3i Group PLC

**Meeting Date:** 06/25/2026 **Country:** United Kingdom **Ticker:** III
**Record Date:** 06/23/2026 **Meeting Type:** Annual
**Primary Security ID:** G88473148

**Shares Voted:** 27,237

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Re-elect Simon Borrows as Director | Mgmt | For | For | For |
| 6 | Re-elect Jasi Halai as Director | Mgmt | For | For | For |
| 7 | Re-elect James Hatchley as Director | Mgmt | For | For | For |
| 8 | Re-elect David Hutchison as Director | Mgmt | For | For | For |

## 3i Group PLC

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 9 | Re-elect Lesley Knox as Director | Mgmt | For | For | For |
| 10 | Re-elect Coline McConville as Director | Mgmt | For | For | For |
| 11 | Re-elect Peter McKellar as Director | Mgmt | For | For | For |
| 12 | Re-elect Hemant Patel as Director | Mgmt | For | For | For |
| 13 | Re-elect Alexandra Schaapveld as Director | Mgmt | For | For | For |
| 14 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Adopt the Proposed Amended Investment Policy | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Allegro.eu SA

**Meeting Date:** 06/25/2026 **Country:** Luxembourg **Ticker:** ALE

**Record Date:** 06/11/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** L0R67D109

**Shares Voted:** 10,277

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Meeting Agenda | Mgmt | | | |
| 1 | Approve Reduction in Share Capital through Cancellation of Shares | Mgmt | For | For | For |

## Allegro.eu SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Amend Article 5.1 of the Articles of Association to Reflect Changes in Capital | Mgmt | For | For | For |
| 3 | Amend Article 9.4 of the Articles of Association RE: Description of the Executives | Mgmt | For | For | For |
| 4 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

*Voting Policy Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.*

## Allegro.eu SA

**Meeting Date:** 06/25/2026 **Country:** Luxembourg **Ticker:** ALE

**Record Date:** 06/11/2026 **Meeting Type:** Annual

**Primary Security ID:** L0R67D109

**Shares Voted:** 10,277

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Board's and Auditor's Reports on Financial Statements | Mgmt | | | |
| 2 | Approve Financial Statements | Mgmt | For | For | For |
| 3 | Receive Board's and Auditor's Reports on Consolidated Financial Statements | Mgmt | | | |
| 4 | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 5 | Approve Allocation of Income | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Approve Discharge of Marcin Kusmierz as Director | Mgmt | For | For | For |
| 8 | Approve Discharge of Jonathan Eastick as Director | Mgmt | For | For | For |
| 9 | Approve Discharge of Pedro Arnt as Director | Mgmt | For | For | For |
| 10 | Approve Discharge of David Barker as Director | Mgmt | For | For | For |
| 11 | Approve Discharge of Nancy Cruickshank as Director | Mgmt | For | For | For |
| 12 | Approve Discharge of Richard Sanders as Director | Mgmt | For | For | For |
| 13 | Approve Discharge of Catherine Faiers as Director | Mgmt | For | For | For |

## Allegro.eu SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Approve Discharge of Tomasz Suchanski as Director | Mgmt | For | For | For |
| 15 | Approve Discharge of Gary McGann as Director | Mgmt | For | For | For |
| 16 | Approve Discharge of Laurence Bourdon-Tracol as Director | Mgmt | For | For | For |
| 17 | Acknowledge Resignation of David Barker as Director | Mgmt | For | For | For |
| 18 | Reelect Nancy Cruickshank as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Nancy Cruickshank and Richard Sanders is warranted for lack of diversity on the board. A vote FOR Jonathan Eastick is warranted.* | | | | |
| 19 | Reelect Richard Sanders as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Nancy Cruickshank and Richard Sanders is warranted for lack of diversity on the board. A vote FOR Jonathan Eastick is warranted.* | | | | |
| 20 | Reelect Jonathan Eastick as Director | Mgmt | For | For | For |
| 21 | Approve Discharge of PwC as Auditor | Mgmt | For | For | For |
| 22 | Renew Appointment of PwC as Auditor | Mgmt | For | For | For |
| 23 | Approve Share Repurchase and Cancel Repurchased Shares by way of Share Capital Reduction | Mgmt | For | For | For |
| 24 | Approve Intended Merger between the Company and its Wholly Owned Subsidiary Allegro Treasury S.à r.l. | Mgmt | For | For | For |
| 25 | Transact Other Business (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.* | | | | |

## BlackBerry Limited

**Meeting Date:** 06/25/2026 **Country:** Canada **Ticker:** BB

**Record Date:** 05/01/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** 09228F103

**Shares Voted:** 4,377

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Lisa Bahash | Mgmt | For | For | For |
| 1.2 | Elect Director Philip Brace | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## BlackBerry Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.3 | Elect Director Lisa Disbrow | Mgmt | For | For | For |
| 1.4 | Elect Director John J. Giamatteo | Mgmt | For | For | For |
| 1.5 | Elect Director Richard Lynch | Mgmt | For | For | For |
| 1.6 | Elect Director Barry Mainz | Mgmt | For | For | For |
| 1.7 | Elect Director Lori O'Neill | Mgmt | For | For | For |
| 1.8 | Elect Director Wayne Wouters | Mgmt | For | For | For |
| 2 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Re-approve Deferred Share Unit Plan | Mgmt | For | For | For |
| 4 | Amend Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 6 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 7 | Amend Bylaws | SH | Against | Against | Against |

## Box, Inc.

**Meeting Date:** 06/25/2026 **Country:** USA **Ticker:** BOX

**Record Date:** 05/01/2026 **Meeting Type:** Annual

**Primary Security ID:** 10316T104

**Shares Voted:** 780

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Sue Barsamian | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, a vote AGAINST incumbent director nominees Susan (Sue) Barsamian, Jack Lazar, and Stephen (Steve) Murphy are warranted given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Jack Lazar | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, a vote AGAINST incumbent director nominees Susan (Sue) Barsamian, Jack Lazar, and Stephen (Steve) Murphy are warranted given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Box, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1c | Elect Director Steve Murphy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, a vote AGAINST incumbent director nominees Susan (Sue) Barsamian, Jack Lazar, and Stephen (Steve) Murphy are warranted given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights.This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.* | | | | |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## China Merchants Bank Co., Ltd.

**Meeting Date:** 06/25/2026 **Country:** China **Ticker:** 3968

**Record Date:** 06/17/2026 **Meeting Type:** Annual

**Primary Security ID:** Y14896115

**Shares Voted:** 97,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| 1 | Approve Work Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Annual Report (Including the Audited Financial Report) | Mgmt | For | For | For |
| 3 | Approve Profit Appropriation Plan (Including the Distribution of Final Dividend) | Mgmt | For | For | For |
| 4 | Approve Interim Profit Appropriation Plan | Mgmt | For | For | For |
| 5 | Approve Capital Management Plan | Mgmt | For | For | For |
| 6 | Approve Ernst & Young Hua Ming LLP and Ernst & Young as Domestic and International Accounting Firms, Respectively, and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 7 | Elect Li Yungui as Director | Mgmt | For | For | For |
| 8 | Elect Huo Da as Director | Mgmt | For | For | For |
| 9 | Elect Wang Xiaoqing as Director | Mgmt | For | For | For |

## China Merchants Bank Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Elect Zhang Yong as Director | Mgmt | For | For | For |
| 11 | Approve Related Party Transactions Report | Mgmt | For | For | For |
| 12 | Approve Application for General Mandate to Issue Financial Bonds and Certificates of Deposit (CD) | Mgmt | For | For | For |
| 13 | Approve Authorization to Issue Capital Bonds | Mgmt | For | For | For |

## Dell Technologies Inc.

**Meeting Date:** 06/25/2026 **Country:** USA **Ticker:** DELL

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** 24703L202

**Shares Voted:** 4,191

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Michael S. Dell | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Michael Dell as his ownership of the supervoting shares provides him with voting power control of the company.* | | | | |
| 1.2 | Elect Director David W. Dorman | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Ellen Kullman and David Dorman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.3 | Elect Director Egon Durban | Mgmt | For | For | For |
| 1.4 | Elect Director David Grain | Mgmt | For | For | For |
| 1.5 | Elect Director William D. Green | Mgmt | For | For | For |
| 1.6 | Elect Director Ellen J. Kullman | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Ellen Kullman and David Dorman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 1.7 | Elect Director Steven M. Mollenkopf | Mgmt | For | For | For |
| 1.8 | Elect Director Lynn Vojvodich Radakovich | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

## Dell Technologies Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. While certain positive features are identified in the pay program, there are major concerns surrounding a one-time award. The STIP was based on pre-set financial metrics and LTI awards were majority performance-conditioned, while pay and performance are reasonably aligned for the CEO at this time. However, ongoing concerns are raised regarding the lack of a cap on bonus payouts based on the financial component of the STI, the use of discretion and poor disclosure in determining STI awards, and the use of identical metrics and annual performance periods in the LTI that overlapped with the STI. Furthermore, the COO received a significant off-cycle equity award, valued multiple times higher than total peer median CEO pay. Although the stock option award is performance-based and measured over multiple years, specific performance targets are not disclosed, which is unusual and highly problematic given the award's overall value. Lastly, the company has not disclosed any short- and long-term E&S performance incentives and has not adopted sufficient risk mitigators, such as CEO stock ownership guidelines and stock holding period requirements.* | | | | |
| 4 | Change State of Incorporation from Delaware to Texas | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The reincorporation to Texas would be adverse for shareholder rights, imposing greater hurdles for shareholders seeking accountability for directors and officers of a controlled company at which they lack the ability to act contrary to the wishes of the controlling shareholder, chairman and CEO Michael Dell. The benefits of the reincorporation (principally a reduction in potential opportunistic and frivolous litigation ) are not considered to outweigh the negative impact on shareholder rights.* | | | | |

## FANUC Corp.

**Meeting Date:** 06/25/2026 **Country:** Japan **Ticker:** 6954
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J13440102

**Shares Voted:** 27,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 55.76 | Mgmt | For | For | For |
| 2.1 | Elect Director Yamaguchi, Kenji | Mgmt | For | For | For |
| 2.2 | Elect Director Sasuga, Ryuji | Mgmt | For | For | For |
| 2.3 | Elect Director Michael J. Cicco | Mgmt | For | For | For |
| 2.4 | Elect Director Yamazaki, Naoko | Mgmt | For | For | For |
| 2.5 | Elect Director Uozumi, Hiroto | Mgmt | For | For | For |
| 2.6 | Elect Director Takeda, Yoko | Mgmt | For | For | For |

## GDS Holdings Limited

**Meeting Date:** 06/25/2026 **Country:** Cayman Islands **Ticker:** 9698
**Record Date:** 06/04/2026 **Meeting Type:** Annual
**Primary Security ID:** G3902L109

## GDS Holdings Limited

**Shares Voted:** 105,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Director Gary J. Wojtaszek | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Elect Director David Zhang | Mgmt | For | For | For |
| 3 | Elect Director Hua (Kathy) Chen | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan contains an evergreen feature (overriding factor); and - The plan lacks sufficient positive features (overriding factor).* | | | | |
| 5 | Ratify KPMG Huazhen LLP as Auditors | Mgmt | For | For | For |
| 6 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.* | | | | |
| 7 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## KONAMI Group Corp.

**Meeting Date:** 06/25/2026 **Country:** Japan **Ticker:** 9766

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J3600L101

**Shares Voted:** 500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kozuki, Kagemasa | Mgmt | For | For | For |
| 1.2 | Elect Director Higashio, Kimihiko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Hayakawa, Hideki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Okita, Katsunori | Mgmt | For | For | For |
| 1.5 | Elect Director Matsura, Yoshihiro | Mgmt | For | For | For |
| 1.6 | Elect Director Yoko Zetterlund | Mgmt | For | For | For |

# Kuaishou Technology

**Meeting Date:** 06/25/2026 **Country:** Cayman Islands **Ticker:** 1024
**Record Date:** 06/18/2026 **Meeting Type:** Annual
**Primary Security ID:** G53263102

**Shares Voted:** 29,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Elect Zhang Fei as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Rong (Ruby) Lu, Yin Ma, and Fei Zhang is warranted for lack of diversity on the board.* | | | | |
| 4 | Elect Ma Yin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Rong (Ruby) Lu, Yin Ma, and Fei Zhang is warranted for lack of diversity on the board.* | | | | |
| 5 | Elect Lu Rong as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Rong (Ruby) Lu, Yin Ma, and Fei Zhang is warranted for lack of diversity on the board.* | | | | |
| 5A | Elect Huang Jia as Director | Mgmt | For | For | For |
| 6 | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 7 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 8 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: - The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 9 | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: - The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 10 | Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding the audit firm's conduct.* | | | | |
| 11 | Adopt Fourteenth Amended and Restated Memorandum and Articles of Association and Related Transactions | Mgmt | For | For | For |

# Kyocera Corp.

**Meeting Date:** 06/25/2026 **Country:** Japan **Ticker:** 6971
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J37479110

**Shares Voted:** 5,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 27 | Mgmt | For | For | For |
| 2 | Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval | Mgmt | For | For | For |
| 3.1 | Elect Director Yamaguchi, Goro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. * The dissident has presented a compelling case for change. * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.* | | | | |
| 3.2 | Elect Director Ina, Norihiko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.3 | Elect Director Sakushima, Shiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.* | | | | |
| 3.4 | Elect Director Chida, Hiroaki | Mgmt | For | For | For |
| 3.5 | Elect Director Yamada, Michinori | Mgmt | For | For | For |
| 3.6 | Elect Director Kakiuchi, Eiji | Mgmt | For | For | For |
| 3.7 | Elect Director Maekawa, Shigenobu | Mgmt | For | For | For |
| 3.8 | Elect Director Sunaga, Junko | Mgmt | For | For | For |
| 3.9 | Elect Director Oi, Noriko | Mgmt | For | For | For |
| 3.10 | Elect Director Nakamura, Akitoshi | Mgmt | For | For | For |
| 4.1 | Elect Director and Audit Committee Member Aoki, Syoichi | Mgmt | For | For | For |
| 4.2 | Elect Director and Audit Committee Member Kida, Minoru | Mgmt | For | For | For |
| 4.3 | Elect Director and Audit Committee Member Kohara, Michie | Mgmt | For | For | For |

## Kyocera Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Elect Alternate Director and Audit Committee Member Nakano, Yusuke | Mgmt | For | For | For |
| 6 | Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |
| 7 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |
| 8 | Approve Two Types of Restricted Stock Plans | Mgmt | For | For | For |
| 9 | Initiate Share Repurchase Program | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * Kyocera's net cash and investment securities as of end of FY26 represent approximately 40 percent of the company's current market capitalization (even after the recent run in the share price, which is up 45 percent since March 31), which is an excessive amount, even by market conventions. * The vote on this item, which is rather symbolic, can be used as a tool to raise concerns over capital efficiency.* | | | | |
| 10 | Remove Incumbent Director Yamaguchi, Goro | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The dissident has presented a compelling case for change.* | | | | |
| 11 | Appoint Shareholder Director and Audit Committee Member Okamura, Kotaro | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder nominee is recommended because: * Dissident nominee Okamura not only has public company board experience, but his skills appear suited to the challenges facing the company.* | | | | |
| 12 | Appoint Shareholder Director Nominee Okamura, Kotaro | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this shareholder nominee is recommended because: * Dissident nominee Okamura not only has public company board experience, but his skills appear suited to the challenges facing the company.* | | | | |

## lululemon athletica inc.

**Meeting Date:** 06/25/2026 **Country:** USA **Ticker:** LULU

**Record Date:** 04/30/2026 **Meeting Type:** Annual

**Primary Security ID:** 550021109

**Shares Voted:** 473

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Management Nominee Director Charles (Chip) Bergh | Mgmt | For | For | For |
| 1b | Elect Management Nominee Director Esi Eggleston Bracey | Mgmt | For | For | For |
| 1c | Elect Management Nominee Director Teri List | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |

## lululemon athletica inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1d | Elect Dissident Nominee Director Laura Gentile *Withdrawn Resolution* | Mgmt | | | |
| 1e | Elect Dissident Nominee Director Eric Hirshberg *Withdrawn Resolution* | Mgmt | | | |
| 1f | Elect Dissident Nominee Director Marc Maurer *Withdrawn Resolution* | Mgmt | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Some positive features are recognized, as the annual incentive program was tied to financial measures and the majority of the CEO's LTI awards were performance-based. Nevertheless, there are concerns that underscore a pay-for-performance misalignment. While the company provides a rationale for making tariff-related adjustments to the operating income results, the modification in the LTI resulted in a significant increase to the final payout. The result caused a divergence between executives' and shareholders' experiences, as shareholders have undergone long-term losses. In addition, forward-looking goal disclosure in the LTI was lacking, which is particularly concerning as the company elected to significantly increase the CEO's target equity grant value and underlying shares. Finally, the increase in CEO total pay was attributed to an award modification to his outstanding stock options in connection with his separation, which appears to be a material enhancement, and limited rationale was provided.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Declassify the Board of Directors | SH | For | For | For |

## Marvell Technology, Inc.

**Meeting Date:** 06/25/2026 **Country:** USA **Ticker:** MRVL

**Record Date:** 04/30/2026 **Meeting Type:** Annual

**Primary Security ID:** 573874104

**Shares Voted:** 20,618

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Sara Andrews | Mgmt | For | For | For |
| 1b | Elect Director Brad W. Buss | Mgmt | For | For | For |
| 1c | Elect Director Daniel Durn *Withdrawn Resolution* | Mgmt | | | |
| 1d | Elect Director Rebecca W. House | Mgmt | For | For | For |
| 1e | Elect Director Marachel L. Knight | Mgmt | For | For | For |
| 1f | Elect Director Matthew J. Murphy | Mgmt | For | For | For |
| 1g | Elect Director Rajiv Ramaswami | Mgmt | For | For | For |

## Marvell Technology, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Richard P. Wallace | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although there are positive features in the annual pay programs, there are significant concerns surrounding one-time awards to non-CEO NEOs. Specifically, two NEOs received significant promotional awards in connection with their respective promotions. Additionally, one of those NEOs received two separate special awards prior to his promotional award, despite recent shareholder feedback noting that investors disfavor one-time equity grants. Lastly, there's a concern regarding target setting for PSU grants, which merely targets an index median in order for awards to vest at target.* | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.* | | | | |

## Mitsubishi HC Capital Inc.

**Meeting Date:** 06/25/2026 **Country:** Japan **Ticker:** 8593

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J4706D100

**Shares Voted:** 2,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Yanai, Takahiro | Mgmt | For | For | For |
| 1.2 | Elect Director Hisai, Taiju | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board* | | | | |
| 1.3 | Elect Director Matsunaga, Aiichiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Anei, Kazumi | Mgmt | For | For | For |
| 1.5 | Elect Director Kawakami, Kazuyoshi | Mgmt | For | For | For |
| 1.6 | Elect Director Nakata, Hiroyasu | Mgmt | For | For | For |
| 1.7 | Elect Director Takata, Junko | Mgmt | For | For | For |
| 1.8 | Elect Director Kondo, Shota | Mgmt | For | For | For |
| 2.1 | Elect Director and Audit Committee Member Shiba, Yoshitaka | Mgmt | For | For | For |
| 2.2 | Elect Director and Audit Committee Member Kaneko, Hiroko | Mgmt | For | For | For |

## Mitsubishi HC Capital Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.3 | Elect Director and Audit Committee Member Saito, Masayuki | Mgmt | For | For | For |
| 2.4 | Elect Director and Audit Committee Member Kawamura, Kayoko | Mgmt | For | For | For |
| 3 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## Nitori Holdings Co., Ltd.

**Meeting Date:** 06/25/2026 **Country:** Japan **Ticker:** 9843
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J58214131

**Shares Voted:** 2,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Nitori, Akio | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Shirai, Toshiyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Nagai, Hiroshi | Mgmt | For | For | For |
| 1.4 | Elect Director Miyauchi, Yoshihiko | Mgmt | For | For | For |
| 1.5 | Elect Director Yoshizawa, Naoko | Mgmt | For | For | For |
| 1.6 | Elect Director Yamazaki, Ryoko | Mgmt | For | For | For |
| 2.1 | Elect Director and Audit Committee Member Kubo, Takao | Mgmt | For | For | For |
| 2.2 | Elect Director and Audit Committee Member Izawa, Yoshiyuki | Mgmt | For | For | For |
| 2.3 | Elect Director and Audit Committee Member Ando, Hisayoshi | Mgmt | For | For | For |

## OBIC Co. Ltd.

**Meeting Date:** 06/25/2026 **Country:** Japan **Ticker:** 4684
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J5946V107

## OBIC Co. Ltd.

**Shares Voted:** 3,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 47 | Mgmt | For | For | For |
| 2.1 | Elect Director Noda, Masahiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Tachibana, Shoichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Fujimoto, Takao | Mgmt | For | For | For |
| 2.4 | Elect Director Okada, Takeshi | Mgmt | For | For | For |
| 2.5 | Elect Director Hanada, Yuta | Mgmt | For | For | For |
| 2.6 | Elect Director Udagawa, Kyoko | Mgmt | For | For | For |
| 2.7 | Elect Director Gomi, Yasumasa | Mgmt | For | For | For |
| 2.8 | Elect Director Ejiri, Takashi | Mgmt | For | For | For |
| 2.9 | Elect Director Egami, Mime | Mgmt | For | For | For |

## Olympus Corp.

**Meeting Date:** 06/25/2026 **Country:** Japan **Ticker:** 7733

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J61240107

**Shares Voted:** 11,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Iwasaki, Masato | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director David Robert Hale | Mgmt | For | For | For |
| 1.3 | Elect Director Jimmy C. Beasley | Mgmt | For | For | For |
| 1.4 | Elect Director Ichikawa, Sachiko | Mgmt | For | For | For |
| 1.5 | Elect Director Kan, Kohei | Mgmt | For | For | For |
| 1.6 | Elect Director Gary John Pruden | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |

## Olympus Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.7 | Elect Director Luann Marie Pendy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.8 | Elect Director Ishino, Hiroshi | Mgmt | For | For | For |
| 1.9 | Elect Director Jean-Luc Butel | Mgmt | For | For | For |
| 1.10 | Elect Director Costa Saroukos | Mgmt | For | For | For |
| 1.11 | Elect Director Bob White | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## Pirelli & C. SpA

**Meeting Date:** 06/25/2026 **Country:** Italy **Ticker:** PIRC

**Record Date:** 06/16/2026 **Meeting Type:** Annual

**Primary Security ID:** T76434264

**Shares Voted:** 1,871

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| | Management Proposals | Mgmt | | | |
| 0010 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 0020 | Approve Allocation of Income and Dividend Distribution | Mgmt | For | For | For |
| 0030 | Fix Number of Directors | Mgmt | For | For | For |
| | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 004A | Slate 1 Submitted by Camfin SpA, Camfin Alternative Assets Srl, Longmarch Holding Srl, and Marco Tronchetti Provera & C SpA | SH | None | For | For |
| | *Voting Policy Rationale: This resolution warrants a vote FOR because: * There are no material concerns with the composition of this slate, which confirms the existing management, nor with the company's performance at this stage. * Supporting Slate 2, presented by the main shareholder, may convey an unwarranted message regarding shareholder confidence in the current management, with potentially undue implications, particularly in light of recent governance frictions and strategic expansion in the United States.* | | | | |
| 004B | Slate 2 Submitted by Marco Polo International Italy Srl | SH | None | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST because supporting this slate may convey an unwarranted signal regarding shareholder confidence in the current management, with potentially undue implications, particularly in light of recent governance frictions and strategic expansion in the United States.* | | | | |

## Pirelli & C. SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | IN THE EVENT THAT, FOLLOWING THE SLATE VOTING PROCEDURE REFERRED TO IN ITEM 4, NOT ALL DIRECTORS TO BE ELECTED ARE APPOINTED IN ACCORDANCE WITH THE RESOLUTION ADOPTED UNDER ITEM 3 OF THE AGENDA | Mgmt | | | |
| 004C | Appoint Remaining Directors (if necessary), Through a Separate Resolution, by Selecting the Unelected Candidates from the Slate 1 in the Order They Appear Until All Positions are Filled | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the proposed procedure would allow for the proper and transparent filling of all board seats.* | | | | |
| | Shareholder Proposal Submitted by Camfin SpA, Camfin Alternative Assets Srl, Longmarch Holding Srl, and Marco Tronchetti Provera & C SpA | Mgmt | | | |
| 0050 | Approve Remuneration of Directors | SH | None | For | For |
| | *Voting Policy Rationale: This item warrants a vote FOR because the proposed director remuneration has been disclosed, and no material concerns have been noticed.* | | | | |
| | Management Proposals | Mgmt | | | |
| 0060 | Approve Remuneration Policy | Mgmt | For | For | For |
| 0070 | Approve Second Section of the Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This item warrants a vote AGAINST because the level of pay of the executive vice-chairman Marco Tronchetti Provera continues to be excessive relative to peers and market standards.* | | | | |
| 0080 | Approve Three-year Monetary Incentive Plan 2026-2028 | Mgmt | For | For | For |
| 0090 | Approve Normalisation of the Effects on the Relative Total Shareholder Return Objective Included in the 2023-2025, 2024-2026, and 2025-2027 Three-year Monetary Incentive Plans | Mgmt | For | For | For |
| 0100 | Approve Directors and Officers Liability Insurance | Mgmt | For | For | For |

## Sanrio Co., Ltd.

**Meeting Date:** 06/25/2026 **Country:** Japan **Ticker:** 8136
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J68209105

## Sanrio Co., Ltd.

**Shares Voted:** 3,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Tsuji, Tomokuni | Mgmt | For | For | For |
| 1.2 | Elect Director Nakatsuka, Wataru | Mgmt | For | For | For |
| 1.3 | Elect Director Otsuka, Yasuyuki | Mgmt | For | For | For |
| 1.4 | Elect Director Sasamoto, Yu | Mgmt | For | For | For |
| 1.5 | Elect Director Yamanaka, Masae | Mgmt | For | For | For |
| 1.6 | Elect Director Kamoda, Shizuko | Mgmt | For | For | For |
| 2 | Elect Director and Audit Committee Member Umezawa, Mayumi | Mgmt | For | For | For |
| 3 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted because: - As the audit is not complete and audited financial statements and business report are unavailable, shareholders cannot fully evaluate the compensation proposal.* | | | | |

## SentinelOne, Inc.

**Meeting Date:** 06/25/2026 **Country:** USA **Ticker:** S

**Record Date:** 04/30/2026 **Meeting Type:** Annual

**Primary Security ID:** 81730H109

**Shares Voted:** 1,442

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Mark J. Barrenechea | Mgmt | For | For | For |
| 1.2 | Elect Director Ana G. Pinczuk | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 26.62 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.* | | | | |

## SentinelOne, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. The committee demonstrated limited responsiveness to last year's low say-on-pay vote result. While the committee engaged with investors in 2026, disclosed shareholder feedback, and made some positive changes to the pay program, certain concerns were not adequately addressed, and certain disclosures surrounding their engagement efforts were lacking. Furthermore, a pay-for-performance misalignment was not sufficiently mitigated for the year under consideration. While annual bonuses were predominantly based on pre-set financial metrics, the STI and LTI programs continue to use overlapping metrics, targets, and one-year measurement periods. Furthermore, the target value of the CEO's annual LTI award is relatively large and has continued to increase each year without compelling rationale. Finally, while certain disclosures of strategic objectives were added to the STI, they remain broad and not quantifiable.* | | | | |

## SERES Group Co., Ltd.

**Meeting Date:** 06/25/2026 **Country:** China **Ticker:** 9927

**Record Date:** 06/18/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y7T8FY109

**Shares Voted:** 13,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| | RESOLUTIONS IN RELATION TO THE H SHARE AWARD SCHEME | Mgmt | | | |
| 1.1 | Adopt H Share Award Scheme | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Scheme lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive awards under the Scheme are involved in its administration.* | | | | |
| 1.2 | Approve Service Provider Sublimit | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Scheme lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive awards under the Scheme are involved in its administration.* | | | | |
| 2 | Authorize the Board and/or the Scheme Administrator to Deal with All Matters in Relation to the H Share Award Scheme | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Scheme lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive awards under the Scheme are involved in its administration.* | | | | |
| 3 | Elect Gao Zhenghao as Director | SH | For | For | For |

## Shimadzu Corp.

**Meeting Date:** 06/25/2026 **Country:** Japan **Ticker:** 7701
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J72165129

**Shares Voted:** 600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 42 | Mgmt | For | For | For |
| 2.1 | Elect Director Ueda, Teruhisa | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Yamamoto, Yasunori | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Watanabe, Akira | Mgmt | For | For | For |
| 2.4 | Elect Director Hanai, Nobuo | Mgmt | For | For | For |
| 2.5 | Elect Director Nakanishi, Yoshiyuki | Mgmt | For | For | For |
| 2.6 | Elect Director Hamada, Nami | Mgmt | For | For | For |
| 2.7 | Elect Director Kitano, Mie | Mgmt | For | For | For |
| 3 | Appoint Alternate Statutory Auditor Iwamoto, Fumio | Mgmt | For | For | For |

## Sumitomo Metal Mining Co. Ltd.

**Meeting Date:** 06/25/2026 **Country:** Japan **Ticker:** 5713
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J77712180

**Shares Voted:** 1,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 163 | Mgmt | For | For | For |
| 2.1 | Elect Director Nozaki, Akira | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Matsumoto, Nobuhiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Takebayashi, Masaru | Mgmt | For | For | For |

## Sumitomo Metal Mining Co. Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.4 | Elect Director Miyake, Yasuhiro | Mgmt | For | For | For |
| 2.5 | Elect Director Ishii, Taeko | Mgmt | For | For | For |
| 2.6 | Elect Director Kinoshita, Manabu | Mgmt | For | For | For |
| 2.7 | Elect Director Takeuchi, Koji | Mgmt | For | For | For |
| 2.8 | Elect Director Sawaki Nicola Michele | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Sasaki, Kazuhito | Mgmt | For | For | For |
| 4 | Appoint Alternate Statutory Auditor Mishina, Kazuhiro | Mgmt | For | For | For |
| 5 | Approve Annual Bonus | Mgmt | For | For | For |

## T&D Holdings, Inc.

**Meeting Date:** 06/25/2026 **Country:** Japan **Ticker:** 8795

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J86796109

**Shares Voted:** 2,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 68 | Mgmt | For | For | For |
| 2.1 | Elect Director Uehara, Hirohisa | Mgmt | For | For | For |
| 2.2 | Elect Director Moriyama, Masahiko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Kato, Masazumi | Mgmt | For | For | For |
| 2.4 | Elect Director Fuma, Kenji | Mgmt | For | For | For |
| 2.5 | Elect Director Taishido, Atsuko | Mgmt | For | For | For |
| 2.6 | Elect Director Tamura, Yasuro | Mgmt | For | For | For |
| 2.7 | Elect Director Fujita, Hiroyuki | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Tojo, Takashi | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Suzuki, Kogo | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Yamada, Shinnosuke | Mgmt | For | For | For |

## T&D Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.4 | Elect Director and Audit Committee Member Nitto, Koji | Mgmt | For | For | For |
| 3.5 | Elect Director and Audit Committee Member Ueda, Ryoko | Mgmt | For | For | For |
| 4 | Elect Alternate Director and Audit Committee Member Asai, Akiko | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |
| 6 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |
| 7 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## Terex Corporation

**Meeting Date:** 06/25/2026 **Country:** USA **Ticker:** TEX

**Record Date:** 04/27/2026 **Meeting Type:** Annual

**Primary Security ID:** 880779103

**Shares Voted:** 808

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Jean Marie "John" Canan | Mgmt | For | For | For |
| 1b | Elect Director David Dauch | Mgmt | For | For | For |
| 1c | Elect Director Donald DeFosset | Mgmt | For | For | For |
| 1d | Elect Director Charles Dutil | Mgmt | For | For | For |
| 1e | Elect Director Simon Meester | Mgmt | For | For | For |
| 1f | Elect Director Maureen O'Connell | Mgmt | For | For | For |
| 1g | Elect Director Sandie O'Connor | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1h | Elect Director Srikanth Padmanabhan | Mgmt | For | For | For |
| 1i | Elect Director Andra Rush | Mgmt | For | For | For |
| 1j | Elect Director David A. Sachs | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Seun Salami | Mgmt | For | For | For |
| 1l | Elect Director Kathleen Steele | Mgmt | For | For | For |

## Terex Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## UiPath, Inc.

**Meeting Date:** 06/25/2026 **Country:** USA **Ticker:** PATH
**Record Date:** 04/28/2026 **Meeting Type:** Annual
**Primary Security ID:** 90364P105

**Shares Voted:** 2,156

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Daniel Dines | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for director nominee Daniel Dines as his ownership of the supervoting shares provides him with voting power control of the company.* | | | | |
| 1b | Elect Director Philippe Botteri | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Philippe Botteri and June Yang for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Michael Gordon | Mgmt | For | For | For |
| 1d | Elect Director Sivaramakichenane Somasegar *Withdrawn Resolution* | Mgmt | | | |
| 1e | Elect Director Daniel D. Springer | Mgmt | For | For | For |
| 1f | Elect Director Karenann Terrell | Mgmt | For | For | For |
| 1g | Elect Director Richard P. Wong | Mgmt | For | For | For |
| 1h | Elect Director June Yang | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Philippe Botteri and June Yang for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Ambarella, Inc.

**Meeting Date:** 06/26/2026 **Country:** Cayman Islands **Ticker:** AMBA
**Record Date:** 05/05/2026 **Meeting Type:** Annual
**Primary Security ID:** G037AX101

## Ambarella, Inc.

**Shares Voted:** 152

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Gregory M. Bryant | Mgmt | For | For | For |
| 1.2 | Elect Director D. Jeffrey Richardson | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Elizabeth M. Schwarting | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The company has not disclosed any short- and long-term E&S performance incentives; and - Excise tax gross-up provision in agreements.* | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.* | | | | |

## ANA HOLDINGS INC.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 9202

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J0156Q112

**Shares Voted:** 700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 52.73 for Series 1 Bond-Type Class Shares, and JPY 65 for Ordinary Shares | Mgmt | For | For | For |
| 2 | Amend Articles to Authorize Board to Pay Interim Dividends | Mgmt | For | For | For |
| 3.1 | Elect Director Katanozaka, Shinya | Mgmt | For | For | For |
| 3.2 | Elect Director Shibata, Koji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## ANA HOLDINGS INC.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.3 | Elect Director Naoki, Yoshiharu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.4 | Elect Director Nakahori, Kimihiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.5 | Elect Director Taneie, Jun | Mgmt | For | For | For |
| 3.6 | Elect Director Yoshida, Hidekazu | Mgmt | For | For | For |
| 3.7 | Elect Director Hirasawa, Juichi | Mgmt | For | For | For |
| 3.8 | Elect Director Katsu, Eijiro | Mgmt | For | For | For |
| 3.9 | Elect Director Minegishi, Masumi | Mgmt | For | For | For |
| 3.10 | Elect Director Inoue, Yukari | Mgmt | For | For | For |
| 3.11 | Elect Director Osono, Emi | Mgmt | For | For | For |
| 4 | Appoint Statutory Auditor Fukuda, Shinichi | Mgmt | For | For | For |
| 5 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## Aon Plc

**Meeting Date:** 06/26/2026 **Country:** Ireland **Ticker:** AON
**Record Date:** 04/10/2026 **Meeting Type:** Annual
**Primary Security ID:** G0403H108

**Shares Voted:** 1,087

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Lester B. Knight | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Gregory C. Case | Mgmt | For | For | For |
| 1c | Elect Director Jose Antonio Alvarez | Mgmt | For | For | For |
| 1d | Elect Director Jin-Yong Cai | Mgmt | For | For | For |
| 1e | Elect Director Jeffrey C. Campbell | Mgmt | For | For | For |
| 1f | Elect Director Cheryl A. Francis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1g | Elect Director Jo Ann Jenkins | Mgmt | For | For | For |

## Aon Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1h | Elect Director Adriana Karaboutis | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1i | Elect Director Richard C. Notebaert | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1j | Elect Director Gloria Santona | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1k | Elect Director Sarah E. Smith | Mgmt | For | For | For |
| 1l | Elect Director Byron O. Spruell | Mgmt | For | For | For |
| 1m | Elect Director James G. Stavridis | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted, due to an unmitigated pay-for-performance misalignment. Certain positive aspects of pay programs are recognized, including that annual and long-term incentives are largely based on objective performance criteria. Furthermore, the CEO's one-time retention award was entirely performance-based, with forward-looking goals disclosed. Nevertheless, significant concerns are raised by the rationale, magnitude and rigor of the CEO's one-time retention award, and there are ongoing concerns surrounding STIP and LTIP goal disclosure. The CEO's one-time award is exceedingly large and the target goals do not appear to be particularly rigorous given the length of the performance period and the award opportunity. Further, an employment agreement extension and retention through its term is not considered a compelling rationale for an extraordinary supplemental award opportunity. Lastly, quantified STIP and LTIP goals are not disclosed, which diminishes pay transparency.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young Chartered Accountants as Statutory Auditor | Mgmt | For | For | For |
| 5 | Authorize the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 6 | Authorise Issue of Equity | Mgmt | For | For | For |
| 7 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

## China International Capital Corporation Limited

**Meeting Date:** 06/26/2026 **Country:** China **Ticker:** 3908

**Record Date:** 06/22/2026 **Meeting Type:** Annual

**Primary Security ID:** Y1R99Y109

# China International Capital Corporation Limited

**Shares Voted:** 40,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Work Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Annual Report | Mgmt | For | For | For |
| 3 | Approve Profit Distribution Plan | Mgmt | For | For | For |
| 4 | Approve Ernst & Young Hua Ming LLP as Domestic Accounting Firm and Ernst & Young as International Accounting Firm and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| | RESOLUTIONS IN RELATION TO THE 2026 ANNUAL ESTIMATION FOR DAILY RELATED PARTY TRANSACTIONS | Mgmt | | | |
| 5.01 | Approve Estimated Related Party Transactions with Related Legal Persons or Other Organizations | Mgmt | For | For | For |
| 5.02 | Approve Estimated Related Party Transactions with Related Natural Persons | Mgmt | For | For | For |
| | RESOLUTIONS IN RELATION TO THE 2025 ANNUAL WORK REPORT OF INDEPENDENT NON-EXECUTIVE DIRECTORS | Mgmt | | | |
| 6.01 | Approve Annual Work Report of Independent Non-Executive Director (Ng Kong Ping Albert) | Mgmt | For | For | For |
| 6.02 | Approve Annual Work Report of Independent Non-Executive Director (Lu Zhengfei) | Mgmt | For | For | For |
| 6.03 | Approve Annual Work Report of Independent Non-Executive Director (Zhou Yu) | Mgmt | For | For | For |
| 6.04 | Approve Annual Work Report of Independent Non-Executive Director (Peter Hugh Nolan) | Mgmt | For | For | For |
| 7 | Approve Remuneration Management Policy | Mgmt | For | For | For |

## China Longyuan Power Group Corporation Limited

**Meeting Date:** 06/26/2026 **Country:** China **Ticker:** 916

**Record Date:** 06/22/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y1501T101

**Shares Voted:** 313,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Formulation of Remuneration Management Measures for Directors and Senior Management | Mgmt | For | For | For |

## Dai Nippon Printing Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 7912

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J10584142

**Shares Voted:** 1,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 22 | Mgmt | For | For | For |
| 2 | Amend Articles to Amend Business Lines | Mgmt | For | For | For |
| 3.1 | Elect Director Kitajima, Yoshinari | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.2 | Elect Director Miya, Kenji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.3 | Elect Director Kuroyanagi, Masafumi | Mgmt | For | For | For |
| 3.4 | Elect Director Sugita, Kazuhiko | Mgmt | For | For | For |
| 3.5 | Elect Director Miyake, Toru | Mgmt | For | For | For |
| 3.6 | Elect Director Nakamura, Osamu | Mgmt | For | For | For |
| 3.7 | Elect Director Miyama, Minako | Mgmt | For | For | For |
| 3.8 | Elect Director Kanazawa, Takahito | Mgmt | For | For | For |
| 3.9 | Elect Director Miyajima, Tsukasa | Mgmt | For | For | For |
| 3.10 | Elect Director Tamura, Yoshiaki | Mgmt | For | For | For |

## Dai Nippon Printing Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.11 | Elect Director Shirakawa, Hiroshi | Mgmt | For | For | For |
| 3.12 | Elect Director Sugiura, Nobuhiko | Mgmt | For | For | For |
| 3.13 | Elect Director Kumahira, Mika | Mgmt | For | For | For |
| 3.14 | Elect Director Fujita, Shigeki | Mgmt | For | For | For |

## DAIKIN INDUSTRIES Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 6367

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J10038115

**Shares Voted:** 1,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 175 | Mgmt | For | For | For |
| 2.1 | Elect Director Togawa, Masanori | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Takenaka, Naofumi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Kawada, Tatsuo | Mgmt | For | For | For |
| 2.4 | Elect Director Makino, Akiji | Mgmt | For | For | For |
| 2.5 | Elect Director Torii, Shingo | Mgmt | For | For | For |
| 2.6 | Elect Director Arai, Yuko | Mgmt | For | For | For |
| 2.7 | Elect Director Gerhard Korbinian Wiesheu | Mgmt | For | For | For |
| 2.8 | Elect Director Takahashi, Koichi | Mgmt | For | For | For |
| 2.9 | Elect Director Mori, Keiko | Mgmt | For | For | For |
| 2.10 | Elect Director Kanwal Jeet Jawa | Mgmt | For | For | For |
| 3 | Appoint Alternate Statutory Auditor Ono, Ichiro | Mgmt | For | For | For |
| 4 | Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors | Mgmt | For | For | For |
| 5 | Approve Restricted Stock Plan and Performance Share Plan | Mgmt | For | For | For |

## Daito Trust Construction Co. Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 1878
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J11151107

**Shares Voted:** 1,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 82 | Mgmt | For | For | For |
| 2 | Amend Articles to Amend Business Lines | Mgmt | For | For | For |
| 3.1 | Elect Director Takeuchi, Kei | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.2 | Elect Director Mori, Yoshihiro | Mgmt | For | For | For |
| 3.3 | Elect Director Okamoto, Tsukasa | Mgmt | For | For | For |
| 3.4 | Elect Director Amano, Yutaka | Mgmt | For | For | For |
| 3.5 | Elect Director Tanaka, Yoshimasa | Mgmt | For | For | For |
| 3.6 | Elect Director Takahashi, Yutaka | Mgmt | For | For | For |
| 3.7 | Elect Director Iritani, Atsushi | Mgmt | For | For | For |
| 3.8 | Elect Director Owada, Junko | Mgmt | For | For | For |
| 3.9 | Elect Director Abe, Koichi | Mgmt | For | For | For |
| 3.10 | Elect Director Asakawa, Kyoko | Mgmt | For | For | For |

## Daiwa House Industry Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 1925
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J11508124

**Shares Voted:** 2,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 100 | Mgmt | For | For | For |
| 2.1 | Elect Director Yoshii, Keiichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Otomo, Hirotsugu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## Daiwa House Industry Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.3 | Elect Director Kosokabe, Takeshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Murata, Yoshiyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.5 | Elect Director Shimonishi, Keisuke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.6 | Elect Director Nagase, Toshiya | Mgmt | For | For | For |
| 2.7 | Elect Director Shibata, Eiichi | Mgmt | For | For | For |
| 2.8 | Elect Director Kuwano, Yukinori | Mgmt | For | For | For |
| 2.9 | Elect Director Seki, Miwa | Mgmt | For | For | For |
| 2.10 | Elect Director Yoshizawa, Kazuhiro | Mgmt | For | For | For |
| 2.11 | Elect Director Ito, Yujiro | Mgmt | For | For | For |
| 2.12 | Elect Director Nambu, Toshikazu | Mgmt | For | For | For |
| 2.13 | Elect Director Fukumoto, Tomomi | Mgmt | For | For | For |
| 2.14 | Elect Director Kondo, Yuichiro | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Hashimoto, Yoshinori | Mgmt | For | For | For |
| 4 | Approve Compensation Ceiling for Directors | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Statutory Auditors | Mgmt | For | For | For |
| 6 | Approve Performance Share Plan and Restricted Stock Plan | Mgmt | For | For | For |

## FUJIFILM Holdings Corp.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 4901
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J14208102

**Shares Voted:** 13,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 35 | Mgmt | For | For | For |

## FUJIFILM Holdings Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.1 | Elect Director Sukeno, Kenji | Mgmt | For | For | For |
| 2.2 | Elect Director Goto, Teiichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Higuchi, Masayuki | Mgmt | For | For | For |
| 2.4 | Elect Director Hama, Naoki | Mgmt | For | For | For |
| 2.5 | Elect Director Yoshizawa, Chisato | Mgmt | For | For | For |
| 2.6 | Elect Director Ito, Yoji | Mgmt | For | For | For |
| 2.7 | Elect Director Kitamura, Kunitaro | Mgmt | For | For | For |
| 2.8 | Elect Director Eda, Makiko | Mgmt | For | For | For |
| 2.9 | Elect Director Nagano, Tsuyoshi | Mgmt | For | For | For |
| 2.10 | Elect Director Sugawara, Ikuro | Mgmt | For | For | For |
| 2.11 | Elect Director Suzuki, Takako | Mgmt | For | For | For |

## Fujikura Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 5803

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J14784128

**Shares Voted:** 2,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 130 | Mgmt | For | For | For |
| 2.1 | Elect Director Okada, Naoki | Mgmt | For | For | For |
| 2.2 | Elect Director Iijima, Kazuhito | Mgmt | For | For | For |
| 2.3 | Elect Director Kawanishi, Noriyuki | Mgmt | For | For | For |
| 2.4 | Elect Director Koike, Toshikazu | Mgmt | For | For | For |
| 2.5 | Elect Director Yanase, Hideki | Mgmt | For | For | For |
| 2.6 | Elect Director Yamada, Yasuhiro | Mgmt | For | For | For |
| 3 | Elect Director and Audit Committee Member Yuasa, Norika | Mgmt | For | For | For |
| 4 | Appoint Deloitte Touche Tohmatsu LLC as New External Audit Firm | Mgmt | For | For | For |

## Fujikura Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Restricted Stock Plan | Mgmt | For | For | For |

## Honda Motor Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 7267
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J22302111

**Shares Voted:** 16,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Mibe, Toshihiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director, and there is a lack of diversity on the board. * The nominee is a top executive and the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 1.2 | Elect Director Kaihara, Noriya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director, and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Shikama, Mahito | Mgmt | For | For | For |
| 1.4 | Elect Director Suzuki, Asako | Mgmt | For | For | For |
| 1.5 | Elect Director Morisawa, Jiro | Mgmt | For | For | For |
| 1.6 | Elect Director Sakai, Kunihiko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.7 | Elect Director Kokubu, Fumiya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.8 | Elect Director Ogawa, Yoichiro | Mgmt | For | For | For |
| 1.9 | Elect Director Higashi, Kazuhiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.10 | Elect Director Nagata, Ryoko | Mgmt | For | For | For |
| 1.11 | Elect Director Agatsuma, Mika | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |

## HOYA Corp.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 7741
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J22848105

## HOYA Corp.

**Shares Voted:** 3,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Yoshihara, Hiroaki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is a member of the nominating committee and there is a lack of diversity on the board* | | | | |
| 1.2 | Elect Director Abe, Yasuyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is a member of the nominating committee and there is a lack of diversity on the board* | | | | |
| 1.3 | Elect Director Hasegawa, Takayo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is a member of the nominating committee and there is a lack of diversity on the board* | | | | |
| 1.4 | Elect Director Nishimura, Mika | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is a member of the nominating committee and there is a lack of diversity on the board* | | | | |
| 1.5 | Elect Director Sato, Mototsugu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is a member of the nominating committee and there is a lack of diversity on the board* | | | | |
| 1.6 | Elect Director Ikeda, Eiichiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.7 | Elect Director Hiroka, Ryo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## Kajima Corp.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 1812

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J29223120

**Shares Voted:** 1,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 90 | Mgmt | For | For | For |
| 2 | Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Add/Amend Provisions on Corporate Officers - Authorize Board to Determine Income Allocation | Mgmt | For | For | For |

# Kajima Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.1 | Elect Director Oshimi, Yoshikazu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.2 | Elect Director Koshijima, Keisuke | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.3 | Elect Director Kazama, Masaru | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.4 | Elect Director Katsumi, Takeshi | Mgmt | For | For | For |
| 3.5 | Elect Director Kumano, Takashi | Mgmt | For | For | For |
| 3.6 | Elect Director Kiryu, Masafumi | Mgmt | For | For | For |
| 3.7 | Elect Director Saito, Tamotsu | Mgmt | For | For | For |
| 3.8 | Elect Director Iijima, Masami | Mgmt | For | For | For |
| 3.9 | Elect Director Yasuda, Yuko | Mgmt | For | For | For |
| 4.1 | Elect Director and Audit Committee Member Kobayashi, Toshiaki | Mgmt | For | For | For |
| 4.2 | Elect Director and Audit Committee Member Omori, Eiji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.* | | | | |
| 4.3 | Elect Director and Audit Committee Member Terawaki, Kazumine | Mgmt | For | For | For |
| 4.4 | Elect Director and Audit Committee Member Takeishi, Emiko | Mgmt | For | For | For |
| 4.5 | Elect Director and Audit Committee Member Nakamori, Makiko | Mgmt | For | For | For |
| 5 | Approve Annual Bonus Ceiling for Directors | Mgmt | For | For | For |
| 6 | Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |
| 7 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |
| 8 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

# Kingfisher plc

**Meeting Date:** 06/26/2026 **Country:** United Kingdom **Ticker:** KGF

**Record Date:** 06/24/2026 **Meeting Type:** Annual

**Primary Security ID:** G5256E441

**Shares Voted:** 8,339

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect Stephen Daintith as Director | Mgmt | For | For | For |
| 5 | Re-elect Claudia Arney as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Claudia Arney, Lucinda Riches, Jeffrey (Jeff) Carr, Sophie Gasperment, William (Bill) Lennie and Ian McLeod is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 6 | Re-elect Jeff Carr as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Claudia Arney, Lucinda Riches, Jeffrey (Jeff) Carr, Sophie Gasperment, William (Bill) Lennie and Ian McLeod is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 7 | Re-elect Thierry Garnier as Director | Mgmt | For | For | For |
| 8 | Re-elect Sophie Gasperment as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Claudia Arney, Lucinda Riches, Jeffrey (Jeff) Carr, Sophie Gasperment, William (Bill) Lennie and Ian McLeod is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 9 | Re-elect Bill Lennie as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Claudia Arney, Lucinda Riches, Jeffrey (Jeff) Carr, Sophie Gasperment, William (Bill) Lennie and Ian McLeod is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 10 | Re-elect Ian McLeod as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Claudia Arney, Lucinda Riches, Jeffrey (Jeff) Carr, Sophie Gasperment, William (Bill) Lennie and Ian McLeod is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 11 | Re-elect Bhavesh Mistry as Director | Mgmt | For | For | For |
| 12 | Re-elect Lucinda Riches as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Claudia Arney, Lucinda Riches, Jeffrey (Jeff) Carr, Sophie Gasperment, William (Bill) Lennie and Ian McLeod is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 13 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |

## Kingfisher plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

## Landis+Gyr Group AG

**Meeting Date:** 06/26/2026 **Country:** Switzerland **Ticker:** LAND

**Record Date:** **Meeting Type:** Annual

**Primary Security ID:** H893NZ107

**Shares Voted:** 183

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Sustainability Report | Mgmt | For | For | For |
| 1.3 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: - One executive was awarded a retention bonus in the past year, which is not in line with market practice, while the actual recipient and amount paid is also not separately disclosed. - The EPS result for the 2023-2025 LTI cycle was adjusted for one-off effects, though the impact is not quantified. - Though the level of ex-post disclosure is broadly in line with market practice, the value of realized awards under the LTI is not separately disclosed.* | | | | |
| 2.1 | Approve Treatment of Net Loss | Mgmt | For | For | For |
| 2.2 | Approve Dividends of CHF 1.20 per Share from Capital Contribution Reserves | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4.1 | Approve Remuneration of Directors in the Amount of CHF 1.8 Million | Mgmt | For | For | For |
| 4.2 | Approve Remuneration of Executive Committee in the Amount of CHF 9.3 Million | Mgmt | For | For | For |

# Landis+Gyr Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5.1.1 | Reelect Audrey Zibelman as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Audrey Zibelman, Brett Carter, Eric Elzvik, and Christina Stercken is warranted for lack of diversity on the board.* | | | | |
| 5.1.2 | Reelect Brett Carter as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Audrey Zibelman, Brett Carter, Eric Elzvik, and Christina Stercken is warranted for lack of diversity on the board.* | | | | |
| 5.1.3 | Reelect Eric Elzvik as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Audrey Zibelman, Brett Carter, Eric Elzvik, and Christina Stercken is warranted for lack of diversity on the board.* | | | | |
| 5.1.4 | Reelect Steven Louden as Director | Mgmt | For | For | For |
| 5.1.5 | Reelect Fabian Rauch as Director | Mgmt | For | For | For |
| 5.1.6 | Reelect Andreas Spreiter as Director | Mgmt | For | For | For |
| 5.1.7 | Reelect Christina Stercken as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Audrey Zibelman, Brett Carter, Eric Elzvik, and Christina Stercken is warranted for lack of diversity on the board.* | | | | |
| 5.2.1 | Elect Scott Reese as New Director | Mgmt | For | For | For |
| 5.3 | Elect Audrey Zibelman as Board Chair | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Audrey Zibelman, Brett Carter, Eric Elzvik, and Christina Stercken is warranted for lack of diversity on the board.* | | | | |
| 5.4.1 | Appoint Brett Carter as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Audrey Zibelman, Brett Carter, Eric Elzvik, and Christina Stercken is warranted for lack of diversity on the board.* | | | | |
| 5.4.2 | Reappoint Eric Elzvik as Member of the Compensation Committee | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Audrey Zibelman, Brett Carter, Eric Elzvik, and Christina Stercken is warranted for lack of diversity on the board.* | | | | |
| 5.4.3 | Reappoint Fabian Rauch as Member of the Compensation Committee | Mgmt | For | For | For |
| 5.5 | Ratify PricewaterhouseCoopers AG as Auditors | Mgmt | For | For | For |
| 5.6 | Designate ADROIT Anwaelte as Independent Proxy | Mgmt | For | For | For |
| 6.1 | Approve Virtual-Only Shareholder Meetings | Mgmt | For | For | For |
| 6.2 | Amend Articles Re: Age Limit for Board of Directors | Mgmt | For | For | For |

## Landis+Gyr Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Additional Voting Instructions - Board of Directors Proposals (Voting) | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: - These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |
| 8 | Additional Voting Instructions - Shareholder Proposals (Voting) | Mgmt | None | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST are warranted because: - These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.* | | | | |

## M3, Inc.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 2413

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J4697J108

**Shares Voted:** 7,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Tanimura, Itaru | Mgmt | For | For | For |
| 1.2 | Elect Director Tomaru, Akihiko | Mgmt | For | For | For |
| 1.3 | Elect Director Tsuchiya, Eiji | Mgmt | For | For | For |
| 1.4 | Elect Director Nakamura, Rie | Mgmt | For | For | For |
| 1.5 | Elect Director Tanaka, Yoshinao | Mgmt | For | For | For |
| 1.6 | Elect Director Yamazaki, Satoshi | Mgmt | For | For | For |
| 1.7 | Elect Director Tsugawa, Yusuke | Mgmt | For | For | For |
| 2.1 | Elect Director and Audit Committee Member Yamazaki, Mayuka | Mgmt | For | For | For |
| 2.2 | Elect Director and Audit Committee Member Ebata, Takako | Mgmt | For | For | For |
| 2.3 | Elect Director and Audit Committee Member Shinoda, Makiko | Mgmt | For | For | For |

## Meituan

**Meeting Date:** 06/26/2026 **Country:** Cayman Islands **Ticker:** 3690
**Record Date:** 06/22/2026 **Meeting Type:** Annual
**Primary Security ID:** G59669104

**Shares Voted:** 21,420

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Elect Yiu Kin Wah Stephen as Director | Mgmt | For | For | For |
| 3 | Elect Yang Marjorie Mun Tak as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Mun Tak (Marjorie) Yang is warranted for lack of diversity on the board. A vote FOR Kin Wah (Stephen) Yiu is warranted.* | | | | |
| 4 | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 5 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Class B Shares | Mgmt | For | For | For |
| 6 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 7 | Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding the audit firm's conduct.* | | | | |

## Minebea Mitsumi, Inc.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 6479
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J42884130

**Shares Voted:** 1,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 25 | Mgmt | For | For | For |
| 2 | Amend Articles to Amend Provisions on Number of Directors | Mgmt | For | For | For |
| 3.1 | Elect Director Kainuma, Yoshihisa | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |

## Minebea Mitsumi, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.2 | Elect Director Moribe, Shigeru | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.3 | Elect Director Yoshida, Katsuhiko | Mgmt | For | For | For |
| 3.4 | Elect Director Iwaya, Ryozo | Mgmt | For | For | For |
| 3.5 | Elect Director Mizuma, Satoshi | Mgmt | For | For | For |
| 3.6 | Elect Director Suzuki, Katsutoshi | Mgmt | For | For | For |
| 3.7 | Elect Director Shirakata, Shinji | Mgmt | For | For | For |
| 3.8 | Elect Director Matsuoka, Takashi | Mgmt | For | For | For |
| 3.9 | Elect Director Miyazaki, Yuko | Mgmt | For | For | For |
| 3.10 | Elect Director Ihara, Katsumi | Mgmt | For | For | For |
| 3.11 | Elect Director Matsumura, Atsuko | Mgmt | For | For | For |
| 3.12 | Elect Director Haga, Yuko | Mgmt | For | For | For |
| 3.13 | Elect Director Katase, Hirofumi | Mgmt | For | For | For |
| 4 | Appoint Statutory Auditor Namba, Shuichi | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Directors | Mgmt | For | For | For |

## Mitsubishi Estate Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 8802
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J43916113

**Shares Voted:** 13,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 23 | Mgmt | For | For | For |
| 2.1 | Elect Director Yoshida, Junichi | Mgmt | For | For | For |
| 2.2 | Elect Director Nakajima, Atsushi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Yotsuzuka, Yutaro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Umeda, Naoki | Mgmt | For | For | For |

## Mitsubishi Estate Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.5 | Elect Director Hirai, Mikihito | Mgmt | For | For | For |
| 2.6 | Elect Director Fujioka, Yuji | Mgmt | For | For | For |
| 2.7 | Elect Director Kimura, Toru | Mgmt | For | For | For |
| 2.8 | Elect Director Okamoto, Tsuyoshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.9 | Elect Director Melanie Brock | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.10 | Elect Director Sueyoshi, Wataru | Mgmt | For | For | For |
| 2.11 | Elect Director Sonoda, Ayako | Mgmt | For | For | For |
| 2.12 | Elect Director Oda, Naosuke | Mgmt | For | For | For |
| 2.13 | Elect Director Watanabe, Hajime | Mgmt | For | For | For |
| 2.14 | Elect Director Okina, Yuri | Mgmt | For | For | For |

## Mitsubishi Heavy Industries, Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 7011
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J44002178

**Shares Voted:** 2,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 13 | Mgmt | For | For | For |
| 2.1 | Elect Director Izumisawa, Seiji | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a top executive and the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 2.2 | Elect Director Ito, Eisaku | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. * The nominee is a top executive and the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.* | | | | |
| 2.3 | Elect Director Suematsu, Masayuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Nishio, Hiroshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.5 | Elect Director Kobayashi, Ken | Mgmt | For | For | For |

## Mitsubishi Heavy Industries, Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.6 | Elect Director Hirano, Nobuyuki | Mgmt | For | For | For |
| 2.7 | Elect Director Furusawa, Mitsuhiro | Mgmt | For | For | For |
| 3 | Elect Director and Audit Committee Member Tanaka, Katsunori | Mgmt | For | For | For |

## Mitsubishi UFJ Financial Group, Inc.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 8306

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J44497105

**Shares Voted:** 110,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 51 | Mgmt | For | For | For |
| 2.1 | Elect Director Kuwabara, Satoko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominees is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Mari Elka Pangestu | Mgmt | For | For | For |
| 2.3 | Elect Director Shimizu, Hiroshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.* | | | | |
| 2.4 | Elect Director David Sneider | Mgmt | For | For | For |
| 2.5 | Elect Director Suzuki, Miyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board. .* | | | | |
| 2.6 | Elect Director Tsuji, Koichi | Mgmt | For | For | For |
| 2.7 | Elect Director Ueda, Teruhisa | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board. * The board after this meeting will not be majority independent and this outside director nominee lacks independence.* | | | | |
| 2.8 | Elect Director Yoshida, Kenichiro | Mgmt | For | For | For |
| 2.9 | Elect Director Yasuda, Takayuki | Mgmt | For | For | For |
| 2.10 | Elect Director Kanie, Norio | Mgmt | For | For | For |
| 2.11 | Elect Director Kamezawa, Hironori | Mgmt | For | For | For |
| 2.12 | Elect Director Hanzawa, Junichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director, and there is a lack of diversity on the board.* | | | | |

## Mitsubishi UFJ Financial Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.13 | Elect Director Kubota, Hiroshi | Mgmt | For | For | For |
| 2.14 | Elect Director Osawa, Masakazu | Mgmt | For | For | For |
| 2.15 | Elect Director Seki, Hiroyuki | Mgmt | For | For | For |

## Mitsui Fudosan Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 8801
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J4509L101

**Shares Voted:** 36,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 18 | Mgmt | For | For | For |
| 2.1 | Elect Director Komoda, Masanobu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Ueda, Takashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Yamamoto, Takashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Suzuki, Shingo | Mgmt | For | For | For |
| 2.5 | Elect Director Tokuda, Makoto | Mgmt | For | For | For |
| 2.6 | Elect Director Mochimaru, Nobuhiko | Mgmt | For | For | For |
| 2.7 | Elect Director Kaito, Akiko | Mgmt | For | For | For |
| 2.8 | Elect Director Wakabayashi, Mizuho | Mgmt | For | For | For |
| 2.9 | Elect Director Kawai, Eriko | Mgmt | For | For | For |
| 2.10 | Elect Director Indo, Mami | Mgmt | For | For | For |
| 2.11 | Elect Director Hibino, Takashi | Mgmt | For | For | For |
| 2.12 | Elect Director Homma, Yo | Mgmt | For | For | For |
| 2.13 | Elect Director Nagano, Tsuyoshi | Mgmt | For | For | For |
| 3 | Approve Annual Bonus | Mgmt | For | For | For |
| 4 | Approve Compensation Ceiling for Directors | Mgmt | For | For | For |

## Mizuho Financial Group, Inc.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 8411
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J4599L102

**Shares Voted:** 10,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Tsukioka, Takashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Ono, Kotaro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Shinohara, Hiromichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Noda, Yumiko | Mgmt | For | For | For |
| 1.5 | Elect Director Uchida, Takakazu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is a member of the nominating committee and there is a lack of diversity on the board. * The board after this meeting will not be majority independent and this outside director nominee lacks independence.* | | | | |
| 1.6 | Elect Director Tezuka, Masahiko | Mgmt | For | For | For |
| 1.7 | Elect Director Ikuno, Yuki | Mgmt | For | For | For |
| 1.8 | Elect Director Kojima, Keiji | Mgmt | For | For | For |
| 1.9 | Elect Director Take, Hidekatsu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.* | | | | |
| 1.10 | Elect Director Hitomi, Makoto | Mgmt | For | For | For |
| 1.11 | Elect Director Kihara, Masahiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. * Top management is responsible for the company's capital misallocation.* | | | | |
| 1.12 | Elect Director Akamatsu, Fusae | Mgmt | For | For | For |
| 1.13 | Elect Director Shiraishi, Shiro | Mgmt | For | For | For |
| 1.14 | Elect Director Samejima, Makoto | Mgmt | For | For | For |

## New China Life Insurance Company Ltd.

**Meeting Date:** 06/26/2026 **Country:** China **Ticker:** 1336
**Record Date:** 06/22/2026 **Meeting Type:** Annual
**Primary Security ID:** Y625A4115

## New China Life Insurance Company Ltd.

**Shares Voted:** 12,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Report of the Board | Mgmt | For | For | For |
| 2 | Approve Report of Performance of Directors | Mgmt | For | For | For |
| 3 | Approve Report of Performance of Independent Non-Executive Directors | Mgmt | For | For | For |
| 4 | Approve Annual Report (A Shares/H Shares) | Mgmt | For | For | For |
| 5 | Approve Profit Distribution Plan | Mgmt | For | For | For |
| 6 | Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic Auditor and Deloitte Touche Tohmatsu as International Auditor and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding Deloitte's conduct.* | | | | |
| 7 | Approve Formulation of the Administrative Measures on the Remuneration of Directors and Senior Management | Mgmt | For | For | For |
| 8 | Elect Huang Geng as Director | SH | For | For | For |

## Nintendo Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 7974

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J51699106

**Shares Voted:** 9,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 177 | Mgmt | For | For | For |
| 2.1 | Elect Director Furukawa, Shuntaro | Mgmt | For | For | For |
| 2.2 | Elect Director Miyamoto, Shigeru | Mgmt | For | For | For |
| 2.3 | Elect Director Takahashi, Shinya | Mgmt | For | For | For |
| 2.4 | Elect Director Shibata, Satoru | Mgmt | For | For | For |

## Nintendo Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.5 | Elect Director Shiota, Ko | Mgmt | For | For | For |
| 2.6 | Elect Director Beppu, Yusuke | Mgmt | For | For | For |
| 2.7 | Elect Director Chris Meledandri | Mgmt | For | For | For |
| 2.8 | Elect Director Miyoko Demay | Mgmt | For | For | For |
| 2.9 | Elect Director Hachiya, Kazuhiko | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Takenaga, Yutaka | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Shinkawa, Asa | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Osawa, Eiko | Mgmt | For | For | For |
| 3.4 | Elect Director and Audit Committee Member Saka, Chika | Mgmt | For | For | For |
| 4 | Approve Restricted Stock Plan | Mgmt | For | For | For |

## Oriental Land Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 4661

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J6174U100

**Shares Voted:** 11,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 8 | Mgmt | For | For | For |
| 2.1 | Elect Director Kagami, Toshio | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Takano, Yumiko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Takahashi, Wataru | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Kaneki, Yuichi | Mgmt | For | For | For |
| 2.5 | Elect Director Hanada, Tsutomu | Mgmt | For | For | For |
| 2.6 | Elect Director Mogi, Yuzaburo | Mgmt | For | For | For |

## Oriental Land Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.7 | Elect Director Tajiri, Kunio | Mgmt | For | For | For |
| 2.8 | Elect Director Kikuchi, Misao | Mgmt | For | For | For |
| 2.9 | Elect Director Watanabe, Koichiro | Mgmt | For | For | For |

## Promotora y Operadora de Infraestructura SAB de CV

**Meeting Date:** 06/26/2026 **Country:** Mexico **Ticker:** PINFRA
**Record Date:** 06/18/2026 **Meeting Type:** Ordinary Shareholders
**Primary Security ID:** P7925L103

**Shares Voted:** 21,256

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Ricardo Carlos Kolteniuk Stolarski as Director to Replace Resigning One | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST non-independent nominee Ricardo Carlos Kolteniuk Stolarski is warranted because although the company has disclosed the name of its director nominee, the proposed board's overall level of independence fails to meet the growing expectations of institutional shareholders.* | | | | |
| 2 | Approve Cash Dividends of USD 50 Million | Mgmt | For | For | For |
| 3 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

## SBI Holdings, Inc.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 8473
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J6991H100

**Shares Voted:** 2,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Kitao, Yoshitaka | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Takamura, Masato | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Asakura, Tomoya | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.4 | Elect Director Kusakabe, Satoe | Mgmt | For | For | For |

## SBI Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.5 | Elect Director Shiino, Motoaki | Mgmt | For | For | For |
| 1.6 | Elect Director Okuyama, Masashi | Mgmt | For | For | For |
| 1.7 | Elect Director Nishikawa, Yasuo | Mgmt | For | For | For |
| 1.8 | Elect Director Suzuki, Yasuhiro | Mgmt | For | For | For |
| 1.9 | Elect Director Ito, Hiroshi | Mgmt | For | For | For |
| 1.10 | Elect Director Takeuchi, Kanae | Mgmt | For | For | For |
| 1.11 | Elect Director Fukuda, Junichi | Mgmt | For | For | For |
| 1.12 | Elect Director Ochi, Takao | Mgmt | For | For | For |
| 1.13 | Elect Director Ozaki, Fuminori | Mgmt | For | For | For |
| 1.14 | Elect Director Yanagihara, Takashi | Mgmt | For | For | For |
| 1.15 | Elect Director Watanabe, Sota | Mgmt | For | For | For |
| 1.16 | Elect Director Hirata, Yoshihiro | Mgmt | For | For | For |
| 2.1 | Appoint Statutory Auditor Ichikawa, Toru | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.* | | | | |
| 2.2 | Appoint Statutory Auditor Mochizuki, Akemi | Mgmt | For | For | For |
| 2.3 | Appoint Statutory Auditor Wakatsuki, Tetsutaro | Mgmt | For | For | For |
| 2.4 | Appoint Statutory Auditor Mizumoto, Masaaki | Mgmt | For | For | For |
| 3 | Appoint Alternate Statutory Auditor Nagano, Satoshi | Mgmt | For | For | For |
| 4 | Approve Compensation Ceiling for Directors | Mgmt | For | For | For |

## SCREEN Holdings Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 7735

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J6988U114

**Shares Voted:** 1,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 170 | Mgmt | For | For | For |

## SCREEN Holdings Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.1 | Elect Director Hiroe, Toshio | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Goto, Masato | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Click here to enter text. A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Kondo, Yoichi | Mgmt | For | For | For |
| 2.4 | Elect Director Ishikawa, Yoshihisa | Mgmt | For | For | For |
| 2.5 | Elect Director Okudaira, Hiroko | Mgmt | For | For | For |
| 2.6 | Elect Director Narahara, Seiji | Mgmt | For | For | For |
| 2.7 | Elect Director Sato, Fumikazu | Mgmt | For | For | For |
| 2.8 | Elect Director Kawahashi, Nobuo | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Miyagawa, Akihiko | Mgmt | For | For | For |
| 4 | Appoint Alternate Statutory Auditor Ito, Tomoyuki | Mgmt | For | For | For |

## SECOM Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 9735

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J69972107

**Shares Voted:** 1,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 50 | Mgmt | For | For | For |
| 2.1 | Elect Director Yoshida, Yasuyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: - The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Fuse, Tatsuro | Mgmt | For | For | For |
| 2.3 | Elect Director Nakada, Takashi | Mgmt | For | For | For |
| 2.4 | Elect Director Inaba, Makoto | Mgmt | For | For | For |
| 2.5 | Elect Director Fukuoka, Noriyuki | Mgmt | For | For | For |
| 2.6 | Elect Director Hine, Kiyoshi | Mgmt | For | For | For |
| 2.7 | Elect Director Watanabe, Hajime | Mgmt | For | For | For |
| 2.8 | Elect Director Hara, Miri | Mgmt | For | For | For |

## SECOM Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.9 | Elect Director Matsuzaki, Kosuke | Mgmt | For | For | For |
| 2.10 | Elect Director Suzuki, Yukari | Mgmt | For | For | For |
| 2.11 | Elect Director Yazawa, Junko | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Nagao, Seiya | Mgmt | For | For | For |
| 4 | Amend Articles to Add Provision Concerning Management with Cost of Capital and Share Price Considered | SH | Against | Against | Against |
| 5 | Amend Articles to Change Record Date for Annual Shareholder Meetings | SH | Against | Against | Against |

## Shin-Etsu Chemical Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 4063

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J72810120

**Shares Voted:** 10,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 53 | Mgmt | For | For | For |
| 2.1 | Elect Director Akiya, Fumio | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Saito, Yasuhiko | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Ueno, Susumu | Mgmt | For | For | For |
| 2.4 | Elect Director Todoroki, Masahiko | Mgmt | For | For | For |
| 2.5 | Elect Director Nakamura, Kuniharu | Mgmt | For | For | For |
| 2.6 | Elect Director Michael H. McGarry | Mgmt | For | For | For |
| 2.7 | Elect Director Hasegawa, Mariko | Mgmt | For | For | For |
| 2.8 | Elect Director Hibino, Takashi | Mgmt | For | For | For |
| 2.9 | Elect Director Oka, Atsuko | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Kuryu, Shunichi | Mgmt | For | For | For |

# SMC Corp. (Japan)

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 6273
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J75734103

**Shares Voted:** 500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 500 | Mgmt | For | For | For |
| 2 | Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Remove All Provisions on Advisory Positions - Authorize Board to Determine Income Allocation | Mgmt | For | For | For |
| 3.1 | Elect Director Takada, Yoshiki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.2 | Elect Director Doi, Yoshitada | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.3 | Elect Director Samuel Neff | Mgmt | For | For | For |
| 3.4 | Elect Director Kelley Stacy | Mgmt | For | For | For |
| 3.5 | Elect Director Hojo, Hidemi | Mgmt | For | For | For |
| 3.6 | Elect Director Miyazaki, Kyoichi | Mgmt | For | For | For |
| 3.7 | Elect Director Tomita, Shoichi | Mgmt | For | For | For |
| 3.8 | Elect Director Iwata, Yoshiko | Mgmt | For | For | For |
| 3.9 | Elect Director Otani, Wataru | Mgmt | For | For | For |
| 3.10 | Elect Director Iue, Toshimasa | Mgmt | For | For | For |
| 3.11 | Elect Director Murata, Tomohiro | Mgmt | For | For | For |
| 4.1 | Elect Director and Audit Committee Member Karatsu, Keiichi | Mgmt | For | For | For |
| 4.2 | Elect Director and Audit Committee Member Totoki, Kiyoko | Mgmt | For | For | For |
| 4.3 | Elect Director and Audit Committee Member Ito, Kenji | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |

## SMC Corp. (Japan)

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |
| 7 | Approve Annual Bonus Ceiling for Directors Who Are Not Audit Committee Members, Trust-Type Equity Compensation Plan and Stock Option Plan | Mgmt | For | For | For |

## Sumitomo Mitsui Financial Group, Inc.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 8316

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J7771X109

**Shares Voted:** 16,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 79 | Mgmt | For | For | For |
| 2 | Amend Articles to Update Authorized Capital in Connection with Stock Split | Mgmt | For | For | For |
| 3.1 | Elect Director Takashima, Makoto | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.* | | | | |
| 3.2 | Elect Director Nakashima, Toru | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.* | | | | |
| 3.3 | Elect Director Kudo, Teiko | Mgmt | For | For | For |
| 3.4 | Elect Director Anchi, Kazuyuki | Mgmt | For | For | For |
| 3.5 | Elect Director Mikami, Takeshi | Mgmt | For | For | For |
| 3.6 | Elect Director Matsugasaki, Honami | Mgmt | For | For | For |
| 3.7 | Elect Director Kadonaga, Sonosuke | Mgmt | For | For | For |
| 3.8 | Elect Director Sawada, Jun | Mgmt | For | For | For |
| 3.9 | Elect Director Goto, Yoriko | Mgmt | For | For | For |
| 3.10 | Elect Director Teshirogi, Isao | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.* | | | | |
| 3.11 | Elect Director Takashima, Norimitsu | Mgmt | For | For | For |

## Sumitomo Mitsui Financial Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3.12 | Elect Director Charles D. Lake II | Mgmt | For | For | For |
| 3.13 | Elect Director Jenifer Rogers | Mgmt | For | For | For |
| 4 | Amend Articles to Introduce Provision concerning Share Repurchase Policy | SH | Against | Against | Against |

## Sumitomo Realty & Development Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 8830

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J77841112

**Shares Voted:** 24,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 23 | Mgmt | For | For | For |
| 2.1 | Elect Director Onodera, Kenichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.* | | | | |
| 2.2 | Elect Director Nishima, Kojun | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. * Top management is responsible for the company's capital misallocation.* | | | | |
| 2.3 | Elect Director Kobayashi, Masato | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.4 | Elect Director Odai, Yoshiyuki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.5 | Elect Director Katayama, Hisatoshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.6 | Elect Director Kemori, Nobumasa | Mgmt | For | For | For |
| 2.7 | Elect Director Terada, Chiyono | Mgmt | For | For | For |
| 2.8 | Elect Director Tamura, Hakaru | Mgmt | For | For | For |
| 2.9 | Elect Director Kawai, Nobuko | Mgmt | For | For | For |
| 3 | Appoint Alternate Statutory Auditor Nakamura, Setsuya | Mgmt | For | For | For |

## Sumitomo Realty & Development Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Authorize Directors to Execute Day to Day Operations without Full Board Approval | Mgmt | For | For | For |

## Sysmex Corp.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 6869

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J7864H102

**Shares Voted:** 11,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 19 | Mgmt | For | For | For |
| 2.1 | Elect Director Ietsugu, Hisashi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Matsui, Iwane | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Yoshida, Tomokazu | Mgmt | For | For | For |
| 2.4 | Elect Director Ono, Takashi | Mgmt | For | For | For |
| 2.5 | Elect Director Iizuka, Kensuke | Mgmt | For | For | For |
| 2.6 | Elect Director Ota, Kazuo | Mgmt | For | For | For |
| 2.7 | Elect Director Inoue, Haruo | Mgmt | For | For | For |
| 2.8 | Elect Director Fujioka, Yuka | Mgmt | For | For | For |
| 2.9 | Elect Director Oshima, Mari | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Aramaki, Tomo | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Oda, Kenjiro | Mgmt | For | For | For |
| 3.3 | Elect Director and Audit Committee Member Saeki, Tomofumi | Mgmt | For | For | For |

## Terumo Corp.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 4543
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J83173104

**Shares Voted:** 9,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 15 | Mgmt | For | For | For |
| 2.1 | Elect Director Takagi, Toshiaki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.2 | Elect Director Samejima, Hikaru | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 2.3 | Elect Director Osada, Toshihiko | Mgmt | For | For | For |
| 2.4 | Elect Director Kunimoto, Norimasa | Mgmt | For | For | For |
| 2.5 | Elect Director Ozawa, Keiya | Mgmt | For | For | For |
| 2.6 | Elect Director Kogiso, Mari | Mgmt | For | For | For |
| 2.7 | Elect Director Nara, Hitoshi | Mgmt | For | For | For |
| 3.1 | Elect Alternate Director and Audit Committee Member Kosugi, Hiroaki | Mgmt | For | For | For |
| 3.2 | Elect Alternate Director and Audit Committee Member Shirato, Asako | Mgmt | For | For | For |

## The Chiba Bank, Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 8331
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J05670104

**Shares Voted:** 2,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 28 | Mgmt | For | For | For |
| 2.1 | Elect Director Yonemoto, Tsutomu | Mgmt | For | For | For |
| 2.2 | Elect Director Yamazaki, Kiyomi | Mgmt | For | For | For |
| 2.3 | Elect Director Awaji, Mutsumi | Mgmt | For | For | For |
| 2.4 | Elect Director Makinose, Takashi | Mgmt | For | For | For |

## The Chiba Bank, Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.5 | Elect Director Ono, Masayasu | Mgmt | For | For | For |
| 2.6 | Elect Director Takayama, Yasuko | Mgmt | For | For | For |
| 2.7 | Elect Director Kiuchi, Takahide | Mgmt | For | For | For |
| 2.8 | Elect Director Yoshizawa, Ryoji | Mgmt | For | For | For |
| 2.9 | Elect Director Nabeshima, Mana | Mgmt | For | For | For |
| 2.10 | Elect Director Mizukoshi, Naoko | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Ikeda, Yuichiro | Mgmt | For | For | For |

## Tokyu Corp.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 9005
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J88720149

**Shares Voted:** 2,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 16 | Mgmt | For | For | For |
| 2 | Amend Articles to Create Bond-type Class Shares | Mgmt | For | For | For |
| 3.1 | Elect Director Nomoto, Hirofumi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.2 | Elect Director Horie, Masahiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.3 | Elect Director Fujiwara, Hirohisa | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 3.4 | Elect Director Takahashi, Toshiyuki | Mgmt | For | For | For |
| 3.5 | Elect Director Fukuta, Seiichi | Mgmt | For | For | For |
| 3.6 | Elect Director Shimada, Kunio | Mgmt | For | For | For |
| 3.7 | Elect Director Miyazaki, Midori | Mgmt | For | For | For |
| 3.8 | Elect Director Shimizu, Hiroshi | Mgmt | For | For | For |
| 3.9 | Elect Director Sugiyama, Ryoko | Mgmt | For | For | For |

## Tokyu Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Appoint Alternate Statutory Auditor Matsumoto, Taku | Mgmt | For | For | For |

## TOPPAN Holdings, Inc.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 7911
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** 890747108

**Shares Voted:** 800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Maro, Hideharu | Mgmt | For | For | For |
| 1.2 | Elect Director Oya, Satoshi | Mgmt | For | For | For |
| 1.3 | Elect Director Sakai, Kazunori | Mgmt | For | For | For |
| 1.4 | Elect Director Kurobe, Takashi | Mgmt | For | For | For |
| 1.5 | Elect Director Noguchi, Haruhiko | Mgmt | For | For | For |
| 1.6 | Elect Director Toyama, Ryoko | Mgmt | For | For | For |
| 1.7 | Elect Director Nakabayashi, Mieko | Mgmt | For | For | For |
| 1.8 | Elect Director Takeuchi, Asuka | Mgmt | For | For | For |
| 1.9 | Elect Director Mukai, Chiaki | Mgmt | For | For | For |
| 2.1 | Appoint Statutory Auditor Hagiwara, Masatoshi | Mgmt | For | For | For |
| 2.2 | Appoint Statutory Auditor Kawato, Teruhiko | Mgmt | For | For | For |
| 2.3 | Appoint Statutory Auditor Douglas K. Freeman | Mgmt | For | For | For |
| 3 | Approve Restricted Stock Plan | Mgmt | For | For | For |

## United Therapeutics Corporation

**Meeting Date:** 06/26/2026 **Country:** USA **Ticker:** UTHR
**Record Date:** 04/28/2026 **Meeting Type:** Annual
**Primary Security ID:** 91307C102

**Shares Voted:** 241

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Christopher Causey | Mgmt | For | For | For |

## United Therapeutics Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1b | Elect Director Richard Giltner | Mgmt | For | For | For |
| 1c | Elect Director Ray Kurzweil | Mgmt | For | For | For |
| 1d | Elect Director Jan Malcolm | Mgmt | For | For | For |
| 1e | Elect Director Linda Maxwell | Mgmt | For | For | For |
| 1f | Elect Director Nilda Mesa | Mgmt | For | For | For |
| 1g | Elect Director Judy Olian | Mgmt | For | For | For |
| 1h | Elect Director Christopher Patusky | Mgmt | For | For | For |
| 1i | Elect Director Martine Rothblatt | Mgmt | For | For | For |
| 1j | Elect Director Louis Sullivan | Mgmt | For | For | For |
| 1k | Elect Director Tommy Thompson | Mgmt | For | For | For |
| 1l | Elect Director Kevin Tracey | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan lacks sufficient positive features (overriding factor) * The plan cost is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan permits liberal recycling of shares * The plan allows broad discretion to accelerate vesting* | | | | |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## XPeng, Inc.

**Meeting Date:** 06/26/2026 **Country:** Cayman Islands **Ticker:** 9868

**Record Date:** 05/14/2026 **Meeting Type:** Annual

**Primary Security ID:** G982AW100

**Shares Voted:** 68,920

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Elect Donghao Yang as Director | Mgmt | For | For | For |
| 3 | Elect HongJiang Zhang as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Hongjiang Zhang is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.* | | | | |
| 4 | Elect Yudong Chen Director | Mgmt | For | For | For |

## XPeng, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Authorize Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 6 | Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the significant concerns raised by regulatory authorities regarding PwC's and PwC Zhong Tian's conduct and their suitability to act as auditors of the company.* | | | | |
| 7 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 8 | Authorize Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 9 | Authorize Reissuance of Repurchased Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 10 | Amend Memorandum and Articles of Association and Adopt Tenth Amended and Restated Memorandum and Articles of Association | Mgmt | For | For | For |

## Zensho Holdings Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** Japan **Ticker:** 7550
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J9885X108

**Shares Voted:** 500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Ogawa, Yohei | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Nonoshita, Shinya | Mgmt | For | For | For |
| 1.3 | Elect Director Hirano, Makoto | Mgmt | For | For | For |
| 1.4 | Elect Director Ogawa, Kazumasa | Mgmt | For | For | For |
| 1.5 | Elect Director Ito, Chiaki | Mgmt | For | For | For |

## Zensho Holdings Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.6 | Elect Director Ando, Takaharu | Mgmt | For | For | For |
| 1.7 | Elect Director Yamana, Shoei | Mgmt | For | For | For |
| 1.8 | Elect Director Nagatsuma, Reiko | Mgmt | For | For | For |
| 2 | Appoint Ernst & Young ShinNihon LLC as New External Audit Firm | Mgmt | For | For | For |

## Zhuzhou CRRC Times Electric Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** China **Ticker:** 3898

**Record Date:** 06/22/2026 **Meeting Type:** Annual

**Primary Security ID:** Y9892N104

**Shares Voted:** 55,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Annual Report and Its Summary | Mgmt | For | For | For |
| 2 | Approve Work Report of the Board of Directors | Mgmt | For | For | For |
| 3 | Approve Profit Distribution Plan | Mgmt | For | For | For |
| 4 | Authorize Board to Determine the Distribution of Interim Profits | Mgmt | For | For | For |
| 5 | Approve KPMG Huazhen LLP as Financial Statements and Internal Control Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 6 | Approve Bank Credit Lines Applications | Mgmt | For | For | For |
| 7 | Approve Confirmation of Remuneration of the Directors and Remuneration Plan of Directors | Mgmt | For | For | For |
| 8 | Approve Remuneration Management System for Directors and Senior Management | Mgmt | For | For | For |
| 9 | Approve Grant of General Mandate to the Board for Issuance of Additional A Shares and H Shares | Mgmt | For | Against | Against |

*Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.*

## Zhuzhou CRRC Times Electric Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 10 | Approve Grant of General Mandate to the Board for Repurchase of H Shares | Mgmt | For | For | For |
| | ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 11.1 | Elect Li Donglin as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Donglin Li, Xiaoyun Feng, and Kaiguo Li is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 11.2 | Elect Shang Jing as Director | Mgmt | For | For | For |
| 11.3 | Elect Xu Shaolong as Director | Mgmt | For | For | For |
| | ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING | Mgmt | | | |
| 12.1 | Elect Li Kaiguo as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Donglin Li, Xiaoyun Feng, and Kaiguo Li is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |
| 12.2 | Elect Zhong Ninghua as Director | Mgmt | For | For | For |
| 12.3 | Elect Lam Siu Fung as Director | Mgmt | For | For | For |
| 12.4 | Elect Feng Xiaoyun as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Donglin Li, Xiaoyun Feng, and Kaiguo Li is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.* | | | | |

## Zhuzhou CRRC Times Electric Co., Ltd.

**Meeting Date:** 06/26/2026 **Country:** China **Ticker:** 3898
**Record Date:** 06/22/2026 **Meeting Type:** Special
**Primary Security ID:** Y9892N104

**Shares Voted:** 55,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | CLASS MEETING FOR HOLDERS OF H SHARES | Mgmt | | | |
| 1 | Approve Grant of General Mandate to the Board for Repurchase of H Shares | Mgmt | For | For | For |

## Hikari Tsushin, Inc.

**Meeting Date:** 06/27/2026 **Country:** Japan **Ticker:** 9435
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J1949F108

## Hikari Tsushin, Inc.

**Shares Voted:** 700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Shigeta, Yasumitsu | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Wada, Hideaki | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Takahashi, Masato | Mgmt | For | For | For |
| 1.4 | Elect Director Yada, Naoko | Mgmt | For | For | For |
| 1.5 | Elect Director Yagishita, Yuki | Mgmt | For | For | For |
| 2 | Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |

## China Three Gorges Renewables (Group) Co., Ltd.

**Meeting Date:** 06/29/2026 **Country:** China **Ticker:** 600905
**Record Date:** 06/17/2026 **Meeting Type:** Special
**Primary Security ID:** Y1521K106

**Shares Voted:** 215,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Formulation of Remuneration Management System | Mgmt | For | For | For |

## Chongqing Afari Technology Co., Ltd.

**Meeting Date:** 06/29/2026 **Country:** China **Ticker:** 601777
**Record Date:** 06/24/2026 **Meeting Type:** Special
**Primary Security ID:** Y52761106

**Shares Voted:** 33,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Related Party Transaction | Mgmt | For | For | For |
| 2 | Approve Remuneration Management System for Directors and Senior Management Members | Mgmt | For | For | For |

## Chongqing Afari Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Approve 2026 Remuneration of Directors and Senior Management | Mgmt | For | For | For |

## FinecoBank SpA

**Meeting Date:** 06/29/2026 **Country:** Italy **Ticker:** FBK

**Record Date:** 06/18/2026 **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** T4R999104

**Shares Voted:** 24,651

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Extraordinary Business | Mgmt | | | |
| 1 | Amend Company Bylaws Re: Articles 15, 17, and 22 | Mgmt | For | For | For |

## Fujitsu Ltd.

**Meeting Date:** 06/29/2026 **Country:** Japan **Ticker:** 6702

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J15708159

**Shares Voted:** 34,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Tokita, Takahito | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.2 | Elect Director Isobe, Takeshi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.* | | | | |
| 1.3 | Elect Director Hiramatsu, Hiroki | Mgmt | For | For | For |
| 1.4 | Elect Director Furuta, Hidenori | Mgmt | For | For | For |
| 1.5 | Elect Director Kojo, Yoshiko | Mgmt | For | For | For |
| 1.6 | Elect Director Sasae, Kenichiro | Mgmt | For | For | For |
| 1.7 | Elect Director Byron Gill | Mgmt | For | For | For |
| 1.8 | Elect Director Hirano, Takuya | Mgmt | For | For | For |
| 1.9 | Elect Director Kobayashi, Izumi | Mgmt | For | For | For |
| 1.10 | Elect Director Suzuki, Kunimasa | Mgmt | For | For | For |

## Fujitsu Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Appoint Statutory Auditor Catherine OConnell | Mgmt | For | For | For |
| 3 | Approve Compensation Ceiling for Statutory Auditors | Mgmt | For | For | For |

## Ganfeng Lithium Group Co., Ltd.

**Meeting Date:** 06/29/2026 **Country:** China **Ticker:** 1772
**Record Date:** 06/23/2026 **Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** Y2690M105

**Shares Voted:** 23,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF H SHARES | Mgmt | | | |
| | ORDINARY RESOLUTION | Mgmt | | | |
| 1 | Approve Proposed Derivatives Trading with Self-owned Funds | Mgmt | For | For | For |
| 2 | Amend Remuneration Management System for Directors and Senior Management | SH | For | For | For |
| | SPECIAL RESOLUTION | Mgmt | | | |
| 2 | Amend Articles of Association | Mgmt | For | For | For |

## Ganfeng Lithium Group Co., Ltd.

**Meeting Date:** 06/29/2026 **Country:** China **Ticker:** 1772
**Record Date:** 06/23/2026 **Meeting Type:** Extraordinary Shareholders
**Primary Security ID:** Y2690M105

**Shares Voted:** 12,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | EGM BALLOT FOR HOLDERS OF A SHARES | Mgmt | | | |
| 1 | Approve Proposed Derivatives Trading with Self-owned Funds | Mgmt | For | For | For |
| 2 | Amend Articles of Association | Mgmt | For | For | For |
| 3 | Amend Remuneration Management System for Directors and Senior Management | SH | For | For | For |

## Murata Manufacturing Co. Ltd.

**Meeting Date:** 06/29/2026 **Country:** Japan **Ticker:** 6981
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J46840104

**Shares Voted:** 34,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 35 | Mgmt | For | For | For |
| 2.1 | Elect Director Nakajima, Norio | Mgmt | For | For | For |
| 2.2 | Elect Director Iwatsubo, Hiroshi | Mgmt | For | For | For |
| 2.3 | Elect Director Minamide, Masanori | Mgmt | For | For | For |
| 2.4 | Elect Director Izumitani, Hiroshi | Mgmt | For | For | For |
| 2.5 | Elect Director Murata, Takaki | Mgmt | For | For | For |
| 2.6 | Elect Director Yasuda, Yuko | Mgmt | For | For | For |
| 2.7 | Elect Director Nishijima, Takashi | Mgmt | For | For | For |
| 2.8 | Elect Director Ina, Hiroyuki | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Kitasumi, Kaori | Mgmt | For | For | For |
| 3.2 | Elect Director and Audit Committee Member Enomoto, Seiichi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.* | | | | |
| 3.3 | Elect Director and Audit Committee Member Mita, Mayo | Mgmt | For | For | For |
| 3.4 | Elect Director and Audit Committee Member Yamagami, Asako | Mgmt | For | For | For |
| 4 | Appoint KPMG AZSA LLC as New External Audit Firm | Mgmt | For | For | For |

## Obayashi Corp.

**Meeting Date:** 06/29/2026 **Country:** Japan **Ticker:** 1802
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J59826107

**Shares Voted:** 2,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 47 | Mgmt | For | For | For |

## Obayashi Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2.1 | Elect Director Obayashi, Takeo | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.* | | | | |
| 2.2 | Elect Director Sato, Toshimi | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.* | | | | |
| 2.3 | Elect Director Sasaki, Yoshihito | Mgmt | For | For | For |
| 2.4 | Elect Director Morita, Yasuo | Mgmt | For | For | For |
| 2.5 | Elect Director Orii, Masako | Mgmt | For | For | For |
| 2.6 | Elect Director Kato, Hiroyuki | Mgmt | For | For | For |
| 2.7 | Elect Director Kuroda, Yukiko | Mgmt | For | For | For |
| 2.8 | Elect Director Shime, Hiroyuki | Mgmt | For | For | For |
| 2.9 | Elect Director Ikegawa, Yoshihiro | Mgmt | For | For | For |
| 2.10 | Elect Director Tomita, Midori | Mgmt | For | For | For |
| 3.1 | Appoint Statutory Auditor Takata, Yoshiaki | Mgmt | For | For | For |
| 3.2 | Appoint Statutory Auditor Ueda, Yohei | Mgmt | For | For | For |
| 3.3 | Appoint Statutory Auditor Tsujino, Sachiko | Mgmt | For | For | For |
| 4 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |
| 5 | Approve Compensation Ceiling for Statutory Auditors | Mgmt | For | For | For |

## Pharma Mar SA

**Meeting Date:** 06/29/2026 **Country:** Spain **Ticker:** PHM

**Record Date:** 06/24/2026 **Meeting Type:** Annual

**Primary Security ID:** E8075H159

**Shares Voted:** 113

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 3 | Approve Allocation of Income | Mgmt | For | For | For |
| 4 | Approve Discharge of Board | Mgmt | For | For | For |

# Pharma Mar SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 5 | Approve Dividends Charged Against Unrestricted Reserves | Mgmt | For | For | For |
| 6.1 | Maintain Number of Directors at 12 | Mgmt | For | For | For |
| 6.2 | Elect Maria Victoria Mateos Manteca as Director | Mgmt | For | For | For |
| 6.3 | Elect Juan Manuel Vieites Baptista de Sousa as Director | Mgmt | For | For | For |
| 6.4 | Reelect Emiliano Calvo Aller as Director | Mgmt | For | For | For |
| 6.5 | Reelect Sandra Ortega Mera as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR Items 6.2, 6.3, and 6.4 is warranted as there are no concerns about the independent director nominees. A vote AGAINST the reelection of shareholder representative director Maria Sandra Ortega Mera (Item 6.5) and executive director Pedro Fernandez Puentes (Item 6.7) is warranted as the board does not meet the 50 percent board independence requirement and the nominees are not considered to be independent. A vote AGAINST the reelection of executive director Jose Maria Fernandez Sousa-Faro under Item 6.6 is warranted as he holds the combined chair and CEO position and the board has not disclosed any plans to separate these functions in the near future.* | | | | |
| 6.6 | Reelect Jose Maria Fernandez Sousa-Faro as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR Items 6.2, 6.3, and 6.4 is warranted as there are no concerns about the independent director nominees. A vote AGAINST the reelection of shareholder representative director Maria Sandra Ortega Mera (Item 6.5) and executive director Pedro Fernandez Puentes (Item 6.7) is warranted as the board does not meet the 50 percent board independence requirement and the nominees are not considered to be independent. A vote AGAINST the reelection of executive director Jose Maria Fernandez Sousa-Faro under Item 6.6 is warranted as he holds the combined chair and CEO position and the board has not disclosed any plans to separate these functions in the near future.* | | | | |
| 6.7 | Reelect Pedro Fernandez Puentes as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote FOR Items 6.2, 6.3, and 6.4 is warranted as there are no concerns about the independent director nominees. A vote AGAINST the reelection of shareholder representative director Maria Sandra Ortega Mera (Item 6.5) and executive director Pedro Fernandez Puentes (Item 6.7) is warranted as the board does not meet the 50 percent board independence requirement and the nominees are not considered to be independent. A vote AGAINST the reelection of executive director Jose Maria Fernandez Sousa-Faro under Item 6.6 is warranted as he holds the combined chair and CEO position and the board has not disclosed any plans to separate these functions in the near future.* | | | | |
| 7 | Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 8 | Approve Bonus Matching Plan | Mgmt | For | For | For |
| 9 | Authorize Donations to Fundacion PharmaMar | Mgmt | For | For | For |
| 10 | Advisory Vote on Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted as: * The company continues to increase the chair's base salary without providing a compelling rationale, and the resulting fixed remuneration appears excessive. * The short-term variable incentive plan is largely linked to a qualitative assessment and is not accompanied by sufficient retrospective disclosure. * The company's remuneration package lacks a long-term incentive and thus remains excessively short-term focused.* | | | | |
| 11 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

# PKO Bank Polski SA

**Meeting Date:** 06/29/2026 **Country:** Poland **Ticker:** PKO
**Record Date:** 06/13/2026 **Meeting Type:** Annual
**Primary Security ID:** X6919X108

**Shares Voted:** 16,013

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Meeting Chair | Mgmt | For | For | For |
| 3 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Receive Financial Statements and Management Board's Proposal on Allocation of Income | Mgmt | | | |
| 6 | Receive Management Board Report on Company's and Group's Operations and Consolidated Financial Statements | Mgmt | | | |
| 7 | Receive Supervisory Board Report | Mgmt | | | |
| 8 | Receive Supervisory Board Report on Remuneration Policy and Compliance with Corporate Governance Principles | Mgmt | | | |
| 9.a | Approve Financial Statements | Mgmt | For | For | For |
| 9.b | Approve Management Board Report on Company's and Group's Operations | Mgmt | For | For | For |
| 9.c | Approve Consolidated Financial Statements | Mgmt | For | For | For |
| 9.d | Approve Supervisory Board Report | Mgmt | For | For | For |
| 9.e | Resolve Not to Allocate Income from Previous Years | Mgmt | For | For | For |
| 9.f | Approve Allocation of Income and Dividends of PLN 6.14 per Share | Mgmt | For | For | For |
| 10 | Approve Remuneration Report | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: - For the performance year 2025, the company failed to disclose the actual targets and metric-level thresholds and the level of achievement of each of the targets, as well as the corresponding payout and awards. As such, the shareholders cannot assess the alignment between pay and performance and the appropriateness of the variable payout. - For the remuneration corresponding to performance year 2024, the company failed to disclose the actual targets values and metric-level thresholds. - The company does not clearly explain the significant increase in fixed pay (i.e., 10 percent) of Piotr Mazur.* | | | | |
| 11.1 | Approve Discharge of Szymon Midera (CEO) | Mgmt | For | For | For |
| 11.2 | Approve Discharge of Krzysztof Dresler (Deputy CEO) | Mgmt | For | For | For |

# PKO Bank Polski SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 11.3 | Approve Discharge of Ludmila Falak-Cyniak (Deputy CEO) | Mgmt | For | For | For |
| 11.4 | Approve Discharge of Piotr Mazur (Deputy CEO) | Mgmt | For | For | For |
| 11.5 | Approve Discharge of Tomasz Pol (Deputy CEO) | Mgmt | For | For | For |
| 11.6 | Approve Discharge of Marek Radzikowski (Deputy CEO) | Mgmt | For | For | For |
| 11.7 | Approve Discharge of Michal Sobolewski (Deputy CEO) | Mgmt | For | For | For |
| 11.8 | Approve Discharge of Mariusz Zarzycki (Deputy CEO) | Mgmt | For | For | For |
| 12.1 | Approve Discharge of Tomasz Siemiatkowski (Supervisory Board Chair) | Mgmt | For | For | For |
| 12.2 | Approve Discharge of Katarzyna Zimnicka-Jankowska (Supervisory Board Deputy Chair) | Mgmt | For | For | For |
| 12.3 | Approve Discharge of Marek Panfil (Supervisory Board Secretary) | Mgmt | For | For | For |
| 12.4 | Approve Discharge of Maciej Cieslukowski (Supervisory Board Member) | Mgmt | For | For | For |
| 12.5 | Approve Discharge of Jerzy Kalinowski (Supervisory Board Member) | Mgmt | For | For | For |
| 12.6 | Approve Discharge of Hanna Kuzinska (Supervisory Board Member) | Mgmt | For | For | For |
| 12.7 | Approve Discharge of Malgorzata Prochwicz-O'Shaughnessy (Supervisory Board Member) | Mgmt | For | For | For |
| 12.8 | Approve Discharge of Jerzy Sledziewski (Supervisory Board Member) | Mgmt | For | For | For |
| 12.9 | Approve Discharge of Pawel Waniowski (Supervisory Board Member) | Mgmt | For | For | For |
| 12.10 | Approve Discharge of Anna Zablocka-Wiercinska (Supervisory Board Member) | Mgmt | For | For | For |
| 12.11 | Approve Discharge of Andrzej Oslizlo (Supervisory Board Member) | Mgmt | For | For | For |
| 13 | Approve Assessment of Suitability of Regulations on Supervisory Board | Mgmt | For | For | For |

# PKO Bank Polski SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Approve Terms of Assessment of Supervisory Board Suitability and Gender Balance of Supervisory Board | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because: - Some contractual terms of company's executives, such as base salary, malus and clawback parameters, severance terms, non-compete agreement were not fully described by the company, which makes it impossible to assess whether the company complied with the European market standards. - The remuneration policy does not establish any cap on the variable remuneration. - The company does not disclose performance conditions for variable remuneration nor the terms and conditions of variable remuneration.* | | | | |
| 16 | Approve Supervisory Board's Report on Assessment of Remuneration Policy | Mgmt | For | For | For |
| 17.1 | Approve Individual Suitability of Maciej Cieslukowski (Supervisory Board Member) | Mgmt | For | For | For |
| 17.2 | Approve Individual Suitability of Jerzy Kalinowski (Supervisory Board Member) | Mgmt | For | For | For |
| 17.3 | Approve Individual Suitability of Hanna Kuzinska (Supervisory Board Member) | Mgmt | For | For | For |
| 17.4 | Approve Individual Suitability of Grzegorz Mazurek (Supervisory Board Member) | Mgmt | For | For | For |
| 17.5 | Approve Individual Suitability of Marek Panfil (Supervisory Board Member) | Mgmt | For | For | For |
| 17.6 | Approve Individual Suitability of Malgorzata Prochwicz-O'Shaughnessy (Supervisory Board Member) | Mgmt | For | For | For |
| 17.7 | Approve Individual Suitability of Tomasz Siemiatkowski (Supervisory Board Member) | Mgmt | For | For | For |
| 17.8 | Approve Individual Suitability of Jerzy Sledziewski (Supervisory Board Member) | Mgmt | For | For | For |
| 17.9 | Approve Individual Suitability of Pawel Waniowski (Supervisory Board Member) | Mgmt | For | For | For |
| 17.10 | Approve Individual Suitability of Anna Zablocka-Wiercinska (Supervisory Board Member) | Mgmt | For | For | For |
| 17.11 | Approve Individual Suitability of Katarzyna Zimnicka-Jankowska (Supervisory Board Member) | Mgmt | For | For | For |
| 18 | Approve Collective Suitability of Supervisory Board Members | Mgmt | For | For | For |
| | Shareholder Proposal Submitted by State Treasury | Mgmt | | | |

## PKO Bank Polski SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 19 | Amend March 13, 2017, EGM, Resolution Re: Terms of Remuneration for Members of Management Board | SH | None | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the company's supervisory board has not disclosed its stance on this proposal.* | | | | |
| | Management Proposal | Mgmt | | | |
| 20 | Close Meeting | Mgmt | | | |

## Snowflake Inc.

**Meeting Date:** 06/29/2026 **Country:** USA **Ticker:** SNOW

**Record Date:** 05/05/2026 **Meeting Type:** Annual

**Primary Security ID:** 833445109

**Shares Voted:** 4,144

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Teresa Briggs | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Sridhar Ramaswamy, Teresa Briggs, and Mark McLaughlin given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social, and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for the incumbent member of the committee responsible for ESG risk oversight, Teresa Briggs, is warranted for the following reasons: Given that incumbent board chair Frank Slootman, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders, is not up for election at this meeting, incumbent committee member Teresa Briggs should be held accountable for poor board and management oversight of ESG risk exposures at the firm at this time. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Mark D. McLaughlin | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Sridhar Ramaswamy, Teresa Briggs, and Mark McLaughlin given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. In addition, WITHHOLD votes are further warranted for incumbent compensation committee member Mark McLaughlin for a failure to fully respond to shareholder concerns following a failed say-on-pay vote result. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1c | Elect Director Sridhar Ramaswamy | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Sridhar Ramaswamy, Teresa Briggs, and Mark McLaughlin given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Snowflake Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following a failed say-on-pay vote result, the compensation committee did not fully address all shareholder concerns. Additionally, an unmitigated pay-for-performance misalignment exists for the year in review, as performance goals and actual performance were not disclosed in the short- or long-term programs, though other LTI program concerns appear to have been addressed for next year's grant. However, in addition, two NEOs received significant sign-on awards in FY26. These awards were predominantly in time-vesting equity and had no portion disclosed as a make-whole award.* | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Require a Majority Vote for the Election of Directors | SH | Against | For | For |
| | *Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.* | | | | |

## Solaria Energia y Medio Ambiente SA

**Meeting Date:** 06/29/2026 **Country:** Spain **Ticker:** SLR

**Record Date:** 06/24/2026 **Meeting Type:** Annual

**Primary Security ID:** E8935P110

**Shares Voted:** 570

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Allocation of Income | Mgmt | For | For | For |
| 3 | Approve Discharge of Board | Mgmt | For | For | For |
| 4.A | Reelect Enrique Diaz-Tejeiro Gutierrez as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Enrique Diaz-Tejeiro Gutierrez, Carlos Francisco Abad Rico, and Manuel Azpilicueta Ferrer is warranted for lack of diversity on the board. Vote AGAINST the non-independent nominees, Enrique Diaz-Tejeiro Gutierrez, Carlos Francisco Abad Rico, Manuel Azpilicueta Ferrer, Maria Dolores Larra aga Horna and Felipe Morenes Botin-Sanz de Sautuola due to insufficient board independence for a non-controlled company, and FOR the independent director Teresa Paz-Ares Rodriguez.* | | | | |
| 4.B | Reelect Carlos Francisco Abad Rico as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Enrique Diaz-Tejeiro Gutierrez, Carlos Francisco Abad Rico, and Manuel Azpilicueta Ferrer is warranted for lack of diversity on the board. Vote AGAINST the non-independent nominees, Enrique Diaz-Tejeiro Gutierrez, Carlos Francisco Abad Rico, Manuel Azpilicueta Ferrer, Maria Dolores Larra aga Horna and Felipe Morenes Botin-Sanz de Sautuola due to insufficient board independence for a non-controlled company, and FOR the independent director Teresa Paz-Ares Rodriguez.* | | | | |
| 4.C | Reelect Maria Dolores Larranaga Horna as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the non-independent nominees, Enrique Diaz-Tejeiro Gutierrez, Carlos Francisco Abad Rico, Manuel Azpilicueta Ferrer, Maria Dolores Larra aga Horna and Felipe Morenes Botin-Sanz de Sautuola due to insufficient board independence for a non-controlled company, and FOR the independent director Teresa Paz-Ares Rodriguez.* | | | | |

## Solaria Energia y Medio Ambiente SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4.D | Reelect Arturo Diaz-Tejeiro Larranaga as Director | Mgmt | For | For | For |
| 4.E | Reelect Manuel Azpilicueta Ferrer as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Enrique Diaz-Tejeiro Gutierrez, Carlos Francisco Abad Rico, and Manuel Azpilicueta Ferrer is warranted for lack of diversity on the board. Vote AGAINST the non-independent nominees, Enrique Diaz-Tejeiro Gutierrez, Carlos Francisco Abad Rico, Manuel Azpilicueta Ferrer, Maria Dolores Larra aga Horna and Felipe Morenes Botin-Sanz de Sautuola due to insufficient board independence for a non-controlled company, and FOR the independent director Teresa Paz-Ares Rodriguez.* | | | | |
| 4F | Ratify Appointment of and Elect Felipe Morenes Botin-Sanz de Sautuola as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Vote AGAINST the non-independent nominees, Enrique Diaz-Tejeiro Gutierrez, Carlos Francisco Abad Rico, Manuel Azpilicueta Ferrer, Maria Dolores Larra aga Horna and Felipe Morenes Botin-Sanz de Sautuola due to insufficient board independence for a non-controlled company, and FOR the independent director Teresa Paz-Ares Rodriguez.* | | | | |
| 4G | Elect Teresa Paz-Ares Rodriguez as Director | Mgmt | For | For | For |
| 5 | Approve Remuneration Policy | Mgmt | For | For | For |
| 6 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 7 | Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this item is warranted because the potential dilution deriving from this authorization exceeds the 10-percent guideline for generic capital increases without pre-emptive rights.* | | | | |
| 8 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 9 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 10 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |

## Tokio Marine Holdings, Inc.

**Meeting Date:** 06/29/2026 **Country:** Japan **Ticker:** 8766

**Record Date:** 03/31/2026 **Meeting Type:** Annual

**Primary Security ID:** J86298106

**Shares Voted:** 24,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 112.5 | Mgmt | For | For | For |
| 2 | Approve Accounting Transfers | Mgmt | For | For | For |

# Tokio Marine Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval | Mgmt | For | For | For |
| 4.1 | Elect Director Komiya, Satoru | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. * Given the implication of the data leak incidents, support for Chairman Satoru Komiya does not appear appropriate at this time.* | | | | |
| 4.2 | Elect Director Koike, Masahiro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.* | | | | |
| 4.3 | Elect Director Yamamoto, Kichiichiro | Mgmt | For | For | For |
| 4.4 | Elect Director Shirota, Hiroaki | Mgmt | For | For | For |
| 4.5 | Elect Director Endo, Nobuhiro | Mgmt | For | For | For |
| 4.6 | Elect Director Katanozaka, Shinya | Mgmt | For | For | For |
| 4.7 | Elect Director Osono, Emi | Mgmt | For | For | For |
| 4.8 | Elect Director Robert Alan Feldman | Mgmt | For | For | For |
| 4.9 | Elect Director Moriwaki, Yoichi | Mgmt | For | For | For |
| 4.10 | Elect Director Nabeshima, Mika | Mgmt | For | For | For |
| 4.11 | Elect Director Shimizu, Junko | Mgmt | For | For | For |
| 4.12 | Elect Director Saima Hasan | Mgmt | For | For | For |
| 5.1 | Elect Director and Audit Committee Member Harashima, Akira | Mgmt | For | For | For |
| 5.2 | Elect Director and Audit Committee Member Okada, Kenji | Mgmt | For | For | For |
| 5.3 | Elect Director and Audit Committee Member Shindo, Kosei | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.* | | | | |
| 5.4 | Elect Director and Audit Committee Member Matsuyama, Haruka | Mgmt | For | For | For |
| 5.5 | Elect Director and Audit Committee Member Otsuki, Nana | Mgmt | For | For | For |
| 6 | Elect Alternate Director and Audit Committee Member Shimizu, Junko | Mgmt | For | For | For |

## Tokio Marine Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |
| 8 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |
| 9 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

## TopBuild Corp.

**Meeting Date:** 06/29/2026 **Country:** USA **Ticker:** BLD
**Record Date:** 05/26/2026 **Meeting Type:** Special
**Primary Security ID:** 89055F103

**Shares Voted:** 318

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

## Tripadvisor, Inc.

**Meeting Date:** 06/29/2026 **Country:** USA **Ticker:** TRIP
**Record Date:** 04/30/2026 **Meeting Type:** Annual
**Primary Security ID:** 896945201

**Shares Voted:** 690

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Matt Goldberg | Mgmt | For | For | For |
| 1.2 | Elect Director Laura Bisesto | Mgmt | For | For | For |
| 1.3 | Elect Director Andrew Cates | Mgmt | For | For | For |
| 1.4 | Elect Director Alex Dichter | Mgmt | For | For | For |
| 1.5 | Elect Director Dhiren Fonseca | Mgmt | For | For | For |
| 1.6 | Elect Director Betsy L. Morgan | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.7 | Elect Director Jeremy G. Philips | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |

## Tripadvisor, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.8 | Elect Director Trynka Shineman Blake | Mgmt | For | For | For |
| 1.9 | Elect Director Carl D. Sparks | Mgmt | For | For | For |
| 1.10 | Elect Director Robert S. Wiesenthal | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

## Virbac SA

**Meeting Date:** 06/29/2026 **Country:** France **Ticker:** VIRP

**Record Date:** 06/21/2026 **Meeting Type:** Annual/Special

**Primary Security ID:** F97900116

**Shares Voted:** 29

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Discharge Directors | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 1.45 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Reelect Philippe Capron as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * A vote AGAINST incumbent nominating committee member Olivier Charmeil is warranted for lack of diversity on the board. (Item 6). * A vote AGAINST the reelection of non-independent nominee Philippe Capron is warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Item 5). * A vote AGAINST non-independent Chairman of the Audit Committee Philippe Capron is warranted as the practice of a non-independent audit committee chair lies below market practice and against recommended guidelines (Item 5).* | | | | |
| 6 | Reelect Olivier Charmeil as Director | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: * A vote AGAINST incumbent nominating committee member Olivier Charmeil is warranted for lack of diversity on the board. (Item 6). * A vote AGAINST the reelection of non-independent nominee Philippe Capron is warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Item 5). * A vote AGAINST non-independent Chairman of the Audit Committee Philippe Capron is warranted as the practice of a non-independent audit committee chair lies below market practice and against recommended guidelines (Item 5).* | | | | |

# Virbac SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 7 | Approve Compensation Report of Corporate Officers | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * There is a repeated absence of any board responsiveness following shareholders' dissent at the previous AGM while there has been serious concern regarding the remuneration practices over the past FYs.* | | | | |
| 8 | Approve Compensation of Marie-Hélène Dick-Madelpuech, Chairwoman of the Board | Mgmt | For | For | For |
| 9 | Approve Compensation of Paul Martingell, CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The company does not provide any rationale as to how it set the amount of the base salary. * The level of disclosure surrounding the achievement of the bonus' performance conditions is very limited. * Paul Martingell received a sign-on bonus payment which is not subject to any performance conditions, amounting to EUR 500,000 (EUR 250,000/year) and the company failed to provide a compelling rationale and its setting process. * The executive benefits from a special 2025 LTI grant with a vesting period of less than three years which is below market standard.* | | | | |
| 10 | Approve Compensation of Habib Ramdani, Vice-CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * The level of disclosure surrounding the achievement of the bonuses' performance conditions is very limited. * There is a lack of disclosure of the achievement levels of the LTIP's performance conditions vested or whose performance period ended during the year under review.* | | | | |
| 11 | Approve Compensation of Marc Bistuer, Vice-CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * The level of disclosure surrounding the achievement of the bonuses' performance conditions is very limited. * There is a lack of disclosure of the achievement levels of the LTIP's performance conditions vested or whose performance period ended during the year under review.* | | | | |
| 12 | Approve Remuneration Policy of Chairwoman of the Board | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of Paul Martingell, CEO | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy of Habib Ramdani, Vice-CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The vice-CEOs are remunerated under working contracts. * The policy proposes a repeated increase of the bases salary with no rationale. * The disclosure is very limited regarding the annual bonus for Marc Bistuer. * There is no information on the fate of unvested instrument at the time of departure, and one of the Vice-CEOs stepped down from its position. * The discretion policy remains too vague and grants extensive power to the board to amend the remuneration policy as approved by shareholders. * The exceptional remuneration is not capped.* | | | | |
| 16 | Approve Remuneration Policy of Marc Bistuer, Vice-CEO | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The vice-CEOs are remunerated under working contracts. * The policy proposes a repeated increase of the bases salary with no rationale. * The disclosure is very limited regarding the annual bonus for Marc Bistuer. * There is no information on the fate of unvested instrument at the time of departure, and one of the Vice-CEOs stepped down from its position. * The discretion policy remains too vague and grants extensive power to the board to amend the remuneration policy as approved by shareholders. * The exceptional remuneration is not capped.* | | | | |

## Virbac SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 17 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.* | | | | |
| | Extraordinary Business | Mgmt | | | |
| 18 | Ratify Amendment of Article 17.4 of Bylaws | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 19 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

## Weifu High-Technology Group Co. Ltd.

**Meeting Date:** 06/29/2026 **Country:** China **Ticker:** 000581
**Record Date:** 06/18/2026 **Meeting Type:** Annual
**Primary Security ID:** Y95338110

**Shares Voted:** 10,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | AGM BALLOT FOR HOLDERS OF B SHARES | Mgmt | | | |
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Profit Distribution | Mgmt | For | For | For |
| 3 | Approve Interim Dividend Arrangement | Mgmt | For | For | For |
| 4 | Approve Remuneration of Directors and Senior Management Members | Mgmt | For | For | For |
| 5 | Approve Related Party Transaction | Mgmt | For | For | For |
| 6 | Approve Use of Funds for Entrusted Asset Management | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.* | | | | |
| 7 | Approve to Appoint Auditor | Mgmt | For | For | For |
| 8 | Amend Remuneration Management Measures for Senior Management Members | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted due to the following: * The remuneration plan will apply to the members of the Party Committee who should not be classified as senior management members; * It will be challenging to measure the performance of the members against the performance metrics set forth in the remuneration plan given the insufficient clarity over their role and responsibility in the company.* | | | | |

# Zhejiang Leapmotor Technology Co., Ltd.

**Meeting Date:** 06/29/2026 **Country:** China **Ticker:** 9863
**Record Date:** 06/23/2026 **Meeting Type:** Annual
**Primary Security ID:** Y989TP100

**Shares Voted:** 64,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Duty Report of Independent Non-executive Directors | Mgmt | For | For | For |
| 3 | Approve Report of the Board of Supervisors | Mgmt | For | For | For |
| 4 | Approve Final Financial Report | Mgmt | For | For | For |
| 5 | Approve Profit Distribution Plan | Mgmt | For | For | For |
| 6 | Approve Annual Report | Mgmt | For | For | For |
| 7 | Approve Environmental, Social and Governance Report | Mgmt | For | For | For |
| 8 | Approve Directors' Remuneration | Mgmt | For | For | For |
| 9 | Approve Supervisors' Remuneration | Mgmt | For | For | For |
| 10 | Approve PricewaterhouseCoopers as Overseas Auditor and PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted due to significant concerns raised by regulatory authorities regarding the audit firms' conduct.* | | | | |
| 11 | Approve Joint Liability Guarantee to be Provided by the Company for Its Subsidiaries | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding the proposal. Given the lack of information, it cannot be determined whether the company's provision of guarantees to holding subsidiaries is proportionate to its ownership interest, and the risks and benefits of the proposed guarantees cannot be adequately assessed.* | | | | |
| 12 | Approve Grant of General Mandate to the Directors to Allot, Issue and Deal with (Including Sale or Transfer of Any Treasury Shares) Additional Shares | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: - The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.* | | | | |
| 13 | Approve Grant of General Mandate to the Directors to Repurchase H Shares | Mgmt | For | For | For |

## Zhejiang Leapmotor Technology Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 14 | Amend Articles of Association | Mgmt | For | For | For |

## ZOZO, Inc.

**Meeting Date:** 06/29/2026 **Country:** Japan **Ticker:** 3092
**Record Date:** 03/31/2026 **Meeting Type:** Annual
**Primary Security ID:** J9893A108

**Shares Voted:** 9,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Sawada, Kotaro | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management should be held responsible for the board composition at the controlled company, which will not be majority independent.* | | | | |
| 1.2 | Elect Director Yanagisawa, Koji | Mgmt | For | For | For |
| 1.3 | Elect Director Hirose, Fuminori | Mgmt | For | For | For |
| 1.4 | Elect Director Hide, Makoto | Mgmt | For | For | For |
| 1.5 | Elect Director Nagata, Yuko | Mgmt | For | For | For |
| 1.6 | Elect Director Saito, Taro | Mgmt | For | For | For |
| 1.7 | Elect Director Kansai, Takako | Mgmt | For | For | For |
| 1.8 | Elect Director Oikawa, Takuya | Mgmt | For | For | For |
| 2 | Approve Restricted Stock Plan | Mgmt | For | For | For |

## Beijing-Shanghai High-Speed Railway Co., Ltd.

**Meeting Date:** 06/30/2026 **Country:** China **Ticker:** 601816
**Record Date:** 06/22/2026 **Meeting Type:** Annual
**Primary Security ID:** Y0S031107

**Shares Voted:** 332,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Comprehensive Services Framework Agreement | Mgmt | For | For | For |
| 2 | Approve Shareholder Dividend Return Plan | Mgmt | For | For | For |
| 3 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 4 | Approve Annual Report and Summary | Mgmt | For | For | For |
| 5 | Approve Financial Statements | Mgmt | For | For | For |

## Beijing-Shanghai High-Speed Railway Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 6 | Approve Profit Distribution | Mgmt | For | For | For |
| 7 | Approve Daily Related Party Transactions | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted since the proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks.* | | | | |
| 8 | Approve to Appoint Financial and Internal Control Auditor | Mgmt | For | For | For |
| 9 | Approve Financial Budget Report | Mgmt | For | For | For |
| 10 | Approve Formulation of Remuneration Management System for Directors and Senior Management Members | Mgmt | For | For | For |
| 11 | Approve to Formulate the Remuneration of Directors | Mgmt | For | For | For |
| 12 | Amend Working System for Independent Directors | Mgmt | For | For | For |
| 13 | Amend Related Party Transaction Management Rules | Mgmt | For | For | For |

## Braze, Inc.

**Meeting Date:** 06/30/2026 **Country:** USA **Ticker:** BRZE

**Record Date:** 05/04/2026 **Meeting Type:** Annual

**Primary Security ID:** 10576N102

**Shares Voted:** 353

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1a | Elect Director Neeraj Agrawal | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Neeraj Agrawal given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1b | Elect Director Yvonne Wassenaar | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. Certain positive factors are identified, as performance equity was added to the LTI program and FY27 RSUs will be subject to a five-year extended time horizon. However, there are ongoing disclosure and structural pay program concerns. Bonuses are determined by the committee based on goals and results that are not disclosed, obscuring the link between pay and performance. Furthermore, there are concerns about the mid-year modification of goals for outstanding performance shares held by the CEO and NEOs; although the company's rationale is considered compelling, specific disclosure of the original targets and the overall effect of the modification is lacking. PSUs will also vest based on one annual performance period, inhibiting the long-term nature of the award. Lastly, the number of target shares underlying the CEO's equity awards rose sharply, which can insulate an executive from a negative stock price trajectory.* | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

## Braze, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4 | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Mgmt | For | For | For |

## Cloudflare, Inc.

**Meeting Date:** 06/30/2026 **Country:** USA **Ticker:** NET

**Record Date:** 06/05/2026 **Meeting Type:** Annual

**Primary Security ID:** 18915M107

**Shares Voted:** 2,135

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Michelle Zatlyn | Mgmt | For | For | For |
| 1.2 | Elect Director Scott Sandell | Mgmt | For | For | For |
| 1.3 | Elect Director Karim Lakhani | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Karim Lakhani given the board's failure to remove, or subject to a sunset requirement, the multi-class structure, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity. This director is held accountable because the board failed to ensure a sufficient level of racial and/or ethnic diversity.* | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted. While acknowledging recent company outperformance and the lack of equity grants to the co-founders in the prior year, annual equity grants to the two co-founders were outsized, with each grant valued at approximately three times the total pay for the median CEO in the company's peer group. There is also concern regarding one of the LTI performance tranches, though the remainder of the performance targets appear rigorous, while the time-vesting LTI component vests over a long-term time horizon. Also of note, the other executives' pay is entirely in time-vesting equity with a short vesting period, and no portion of their pay utilizes pre-set performance criteria.* | | | | |
| 4A | Authorize a New Class of Common Stock | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these proposals is warranted. It is unclear how providing the means for the company's co-founders to monetize their substantial equity interests in the company without having to give up voting power would be beneficial for unaffiliated or disinterested shareholders. In addition, the new non-voting shares will add complexity to the capital structure and potentially disenfranchise future shareholders who own those shares after the initial exchange, were it to occur.* | | | | |
| 4B | Increase Authorized Common Stock | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these proposals is warranted. It is unclear how providing the means for the company's co-founders to monetize their substantial equity interests in the company without having to give up voting power would be beneficial for unaffiliated or disinterested shareholders. In addition, the new non-voting shares will add complexity to the capital structure and potentially disenfranchise future shareholders who own those shares after the initial exchange, were it to occur.* | | | | |

# Cloudflare, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 4C | Increase Authorized Preferred Stock | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these proposals is warranted. It is unclear how providing the means for the company's co-founders to monetize their substantial equity interests in the company without having to give up voting power would be beneficial for unaffiliated or disinterested shareholders. In addition, the new non-voting shares will add complexity to the capital structure and potentially disenfranchise future shareholders who own those shares after the initial exchange, were it to occur.* | | | | |
| 4D | Amend Current Certificate to Implement Class C Split | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these proposals is warranted. It is unclear how providing the means for the company's co-founders to monetize their substantial equity interests in the company without having to give up voting power would be beneficial for unaffiliated or disinterested shareholders. In addition, the new non-voting shares will add complexity to the capital structure and potentially disenfranchise future shareholders who own those shares after the initial exchange, were it to occur.* | | | | |
| 4E | Amend Certificate of Incorporation to Provide Equal Treatment of Class A, Class B, and Class C Common Stock | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these proposals is warranted. It is unclear how providing the means for the company's co-founders to monetize their substantial equity interests in the company without having to give up voting power would be beneficial for unaffiliated or disinterested shareholders. In addition, the new non-voting shares will add complexity to the capital structure and potentially disenfranchise future shareholders who own those shares after the initial exchange, were it to occur.* | | | | |
| 4F | Amend Certificate of Incorporation to Require Approval of Acquisition of Entity or Business or Assets by a Majority of the Independent Directors | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST these proposals is warranted. It is unclear how providing the means for the company's co-founders to monetize their substantial equity interests in the company without having to give up voting power would be beneficial for unaffiliated or disinterested shareholders. In addition, the new non-voting shares will add complexity to the capital structure and potentially disenfranchise future shareholders who own those shares after the initial exchange, were it to occur.* | | | | |
| 5 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan permits repricing of grants without shareholder approval (overriding factor); - The plan permits cash buyout of awards without shareholder approval (overriding factor); - The equity program is estimated to be excessively dilutive (overriding factor); - The plan contains an evergreen feature (overriding factor); - The plan provides for the transferability of stock options without shareholder approval (overriding factor); - The plan lacks sufficient positive features (overriding factor); - The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.* | | | | |
| 6 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the shares reserved under the plan, including the evergreen shares, would cause excessive voting power dilution.* | | | | |
| 7 | Adjourn Meeting | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST this proposal is warranted given that various items on the agenda do not merit support.* | | | | |

## Luzhou Laojiao Co., Ltd.

**Meeting Date:** 06/30/2026 **Country:** China **Ticker:** 000568
**Record Date:** 06/23/2026 **Meeting Type:** Annual
**Primary Security ID:** Y5347R104

**Shares Voted:** 3,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Approve Report of the Board of Directors | Mgmt | For | For | For |
| 2 | Approve Annual Report | Mgmt | For | For | For |
| 3 | Approve Authorization of the Board to Formulate Interim Dividend Plan | Mgmt | For | For | For |
| 4 | Approve Profit Distribution | Mgmt | For | For | For |
| 5 | Approve to Appoint Auditor | Mgmt | For | For | For |
| 6 | Approve Amendments to Articles of Association and Its Annexes | Mgmt | For | Against | Against |
| | *Voting Policy Rationale: A vote AGAINST is warranted because the proposed articles and bylaw amendments are not considered to have adequately provided for accountability and transparency to shareholders.* | | | | |

## MongoDB, Inc.

**Meeting Date:** 06/30/2026 **Country:** USA **Ticker:** MDB
**Record Date:** 05/01/2026 **Meeting Type:** Annual
**Primary Security ID:** 60937P106

**Shares Voted:** 370

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Director Archana Agrawal | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of any governance committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Archana Agrawal, Hope Cochran, and Dwight Merriman given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.2 | Elect Director Hope Cochran | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of any governance committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Archana Agrawal, Hope Cochran, and Dwight Merriman given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 1.3 | Elect Director Dwight Merriman | Mgmt | For | Withhold | Withhold |
| | *Voting Policy Rationale: In the absence of any governance committee members on the ballot, WITHHOLD votes are warranted for incumbent director nominees Archana Agrawal, Hope Cochran, and Dwight Merriman given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. This director is held accountable because the board failed to ensure a sufficient level of gender diversity.* | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

## MongoDB, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |

## NH Investment & Securities Co., Ltd.

**Meeting Date:** 06/30/2026 **Country:** South Korea **Ticker:** 005940
**Record Date:** 04/13/2026 **Meeting Type:** Special
**Primary Security ID:** Y6S75L806

**Shares Voted:** 16,819

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1.1 | Elect Shin Jae-wook as Inside Director | Mgmt | For | For | For |
| 1.2 | Elect Bae Gwang-su as Inside Director | Mgmt | For | For | For |
| 1.3 | Elect Ahn Seong-wook as Outside Director | Mgmt | For | For | For |
| 2.1 | Appoint Shin Jae-wook as CEO | Mgmt | For | For | For |
| 2.2 | Appoint Bae Gwang-su as CEO | Mgmt | For | For | For |
| 3 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | For | For | For |

## Tencent Music Entertainment Group

**Meeting Date:** 06/30/2026 **Country:** Cayman Islands **Ticker:** 1698
**Record Date:** 05/20/2026 **Meeting Type:** Annual
**Primary Security ID:** G87577113

**Shares Voted:** 5,542

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| | Meeting for ADR Holders | Mgmt | | | |
| 1 | Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 2 | Amend Memorandum of Association and Articles of Association | Mgmt | For | For | For |

# Trip.com Group Limited

**Meeting Date:** 06/30/2026 **Country:** Cayman Islands **Ticker:** 9961

**Record Date:** 05/29/2026 **Meeting Type:** Annual

**Primary Security ID:** G9066F101

**Shares Voted:** 2,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|---|---|---|---|
| 1 | Elect Director May Yihong Wu | Mgmt | For | For | For |
| 2 | Elect Director Iris Yang Xiao | Mgmt | For | For | For |