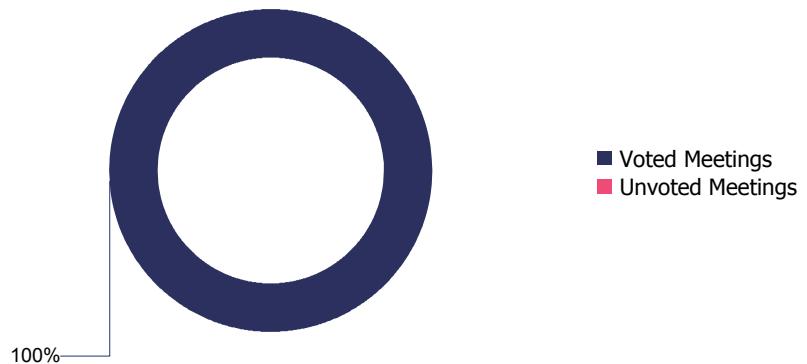


## Meeting Overview

Category	Number
Votable Meetings	127
Meetings Voted	127
Proxy Contests Voted	0
Meetings with Against Management Votes	81
Meetings with Against ISS Votes	28

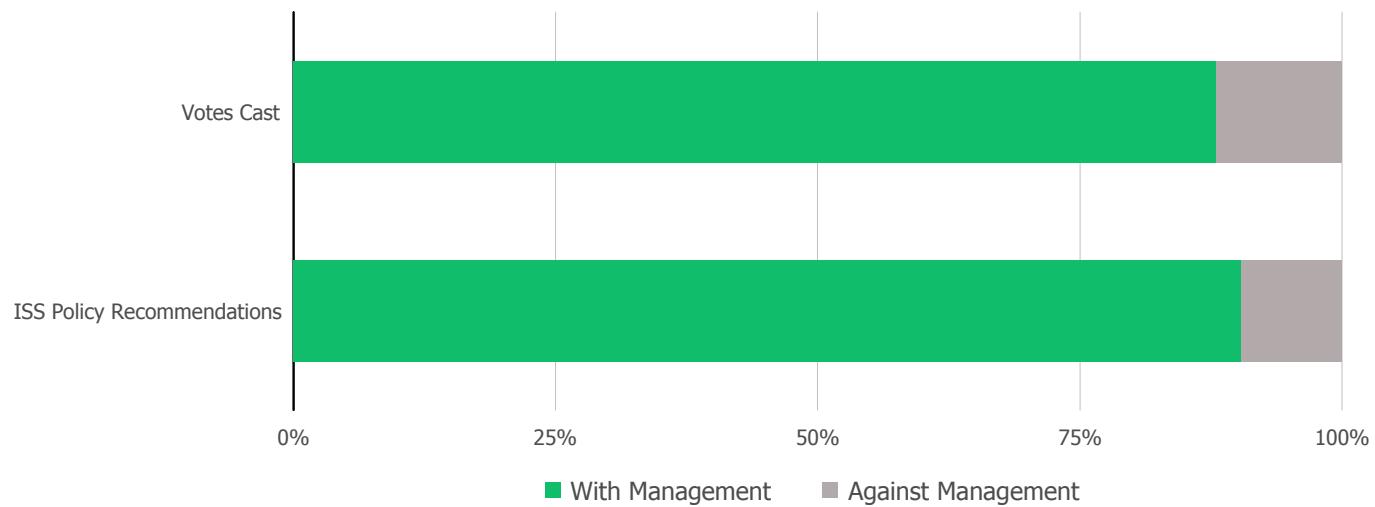
## Comparison of Meetings Voted



With 127 meetings available to vote during the period, 127 were voted, equating to approximately 100% of the votable meetings with close to 0% unvoted.

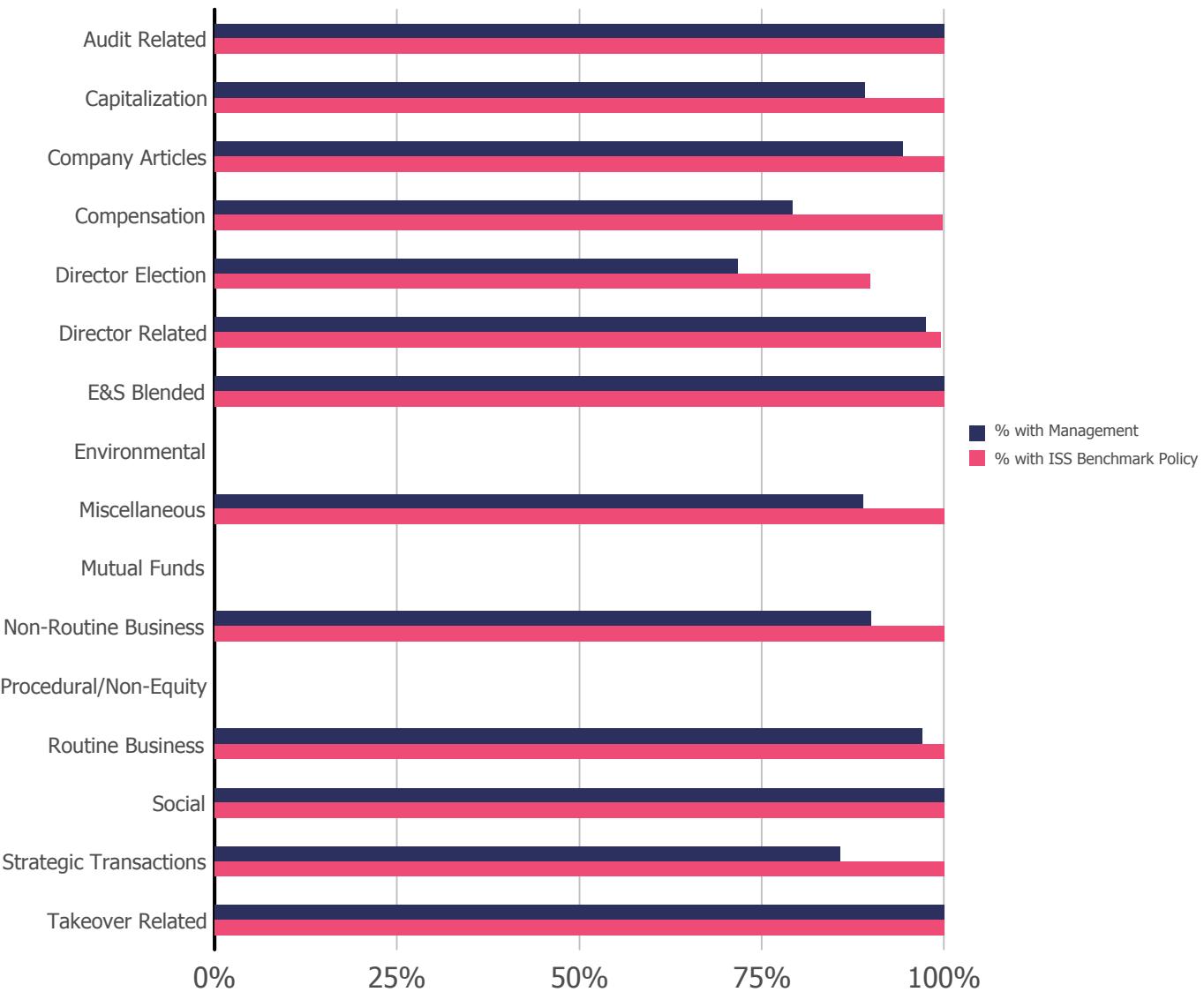
## Alignment with Management

- Comparing vote cast alignment with management recommendations highlights similarities and differences between your governance philosophies and the investee's approach to key corporate governance issues.
- The votes cast on VP Bank AG (Liechtenstein) ballots during the reporting period are aligned with management recommendations in 88% of cases, while the ISS Benchmark Policy recommendations are at 90% alignment with management recommendations.



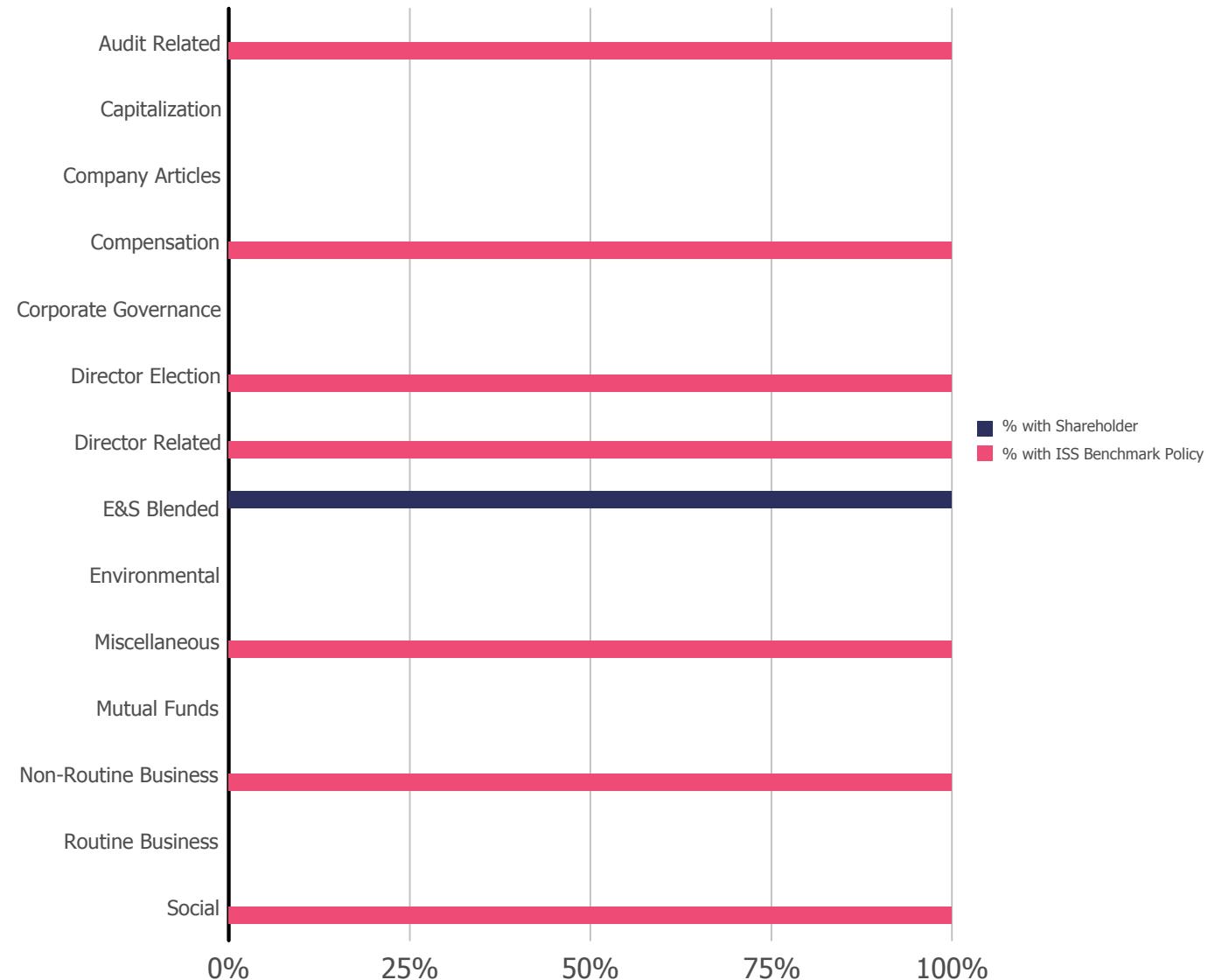
## Votes Cast on Management Proposal Categories

- Comparing the votes cast in support of Management proposals, ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by Shareholders against the aforementioned benchmarks.
- Votes cast during the reporting period were least in line with management on Environmental matters, where only 0% of votes followed management recommendations.
- Across categories, votes cast on management proposals show the closest alignment to the ISS Benchmark Policy guidelines.



## Votes Cast on Shareholder Proposal Categories

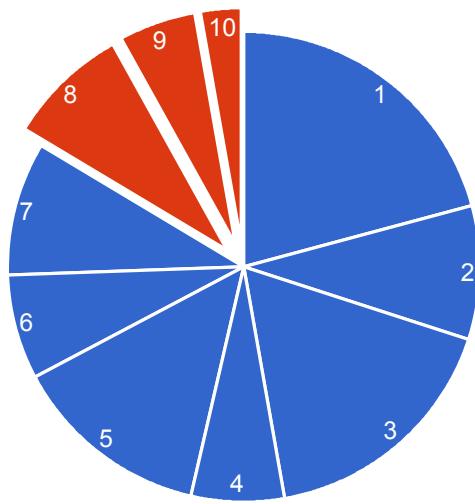
- Comparing the votes cast in support of Shareholder proposals, ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by Shareholders against the aforementioned benchmarks.
- Votes cast during the reporting period show the highest level of support for shareholder proposals related to E&S Blended, at 100% and the lowest level of support for shareholder proposals related to Audit Related, Compensation, Director Election, Director Related, Miscellaneous, Non-Routine Business, Social, with 0% of proposals supported.
- Across categories, votes cast on shareholder proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Sector	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 <sup>1</sup>	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Communication Services	100%	25%	8%	3%
Consumer Discretionary	100%	17%	19%	2%
Consumer Staples	100%	18%	18%	7%
Energy	100%	0%	11%	0%
Financials	100%	0%	6%	0%
Health Care	100%	25%	18%	5%
Industrials	100%	15%	12%	2%
Information Technology	100%	0%	9%	0%
Materials	100%	20%	4%	1%
Real Estate	100%	100%	18%	0%
Utilities	100%	0%	9%	6%
<b>TOTALS</b>	100%	16%	12%	2%
Region	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 <sup>1</sup>	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Africa	N/A	N/A	N/A	N/A
Americas	100%	17%	2%	2%
Antarctica	N/A	N/A	N/A	N/A
Asia	N/A	N/A	N/A	N/A
Europe	100%	16%	13%	2%
North America	N/A	N/A	N/A	N/A
Oceania	N/A	N/A	N/A	N/A
Unknown	N/A	N/A	N/A	N/A
<b>TOTALS</b>	100%	16%	12%	2%

<sup>1</sup>Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

## Portfolio Risk by ISS Governance QualityScore



**16%<sup>2</sup>** of the companies within your portfolio that held meetings during the reporting period are high risk, falling within the ISS Governance QualityScore range of **10** through **8**.

## Largest Portfolio Positions with High Governance Risk

The table below highlights the top 15 largest positions for those companies deemed high-risk, as indicated by an ISS Governance QualityScore between 8 and 10. Companies are only shown if they held a meeting during the reporting period.

Company	Ticker	Estimated Position Value (USD) <sup>1</sup>	ISS Governance QualityScore	Board Structure	Compensation/Remuneration	Shareholder Rights & Takeover Defenses	Audit & Risk Oversight
KION GROUP AG	KGX	2.1 M	<b>10</b>	8	9	1	10
Buzzi SpA	BZU	1.6 M	<b>10</b>	10	7	3	10
Wacker Neuson SE	WAC	1.5 M	<b>9</b>	10	8	1	8
CRH Plc	CRH	1.5 M	<b>9</b>	6	4	9	10
Draegerwerk AG & Co. KGaA	DRW3	1.2 M	<b>8</b>	6	9	10	6
Hermes International SCA	RMS	1.2 M	<b>8</b>	6	7	10	5
Bauer AG	B5A0	944,819.9	<b>9</b>	9	8	1	9
Ryanair Holdings Plc	RYA	784,464.5	<b>8</b>	4	9	10	10
Spotify Technology SA	SPOT	717,015.6	<b>8</b>	9	6	10	2
Catena AB	CATE	644,146.5	<b>8</b>	8	8	1	6
METRO AG	B4B	598,941.0	<b>8</b>	8	6	9	6
LVMH Moet Hennessy Louis Vuitton SE	MC	478,433.8	<b>8</b>	8	9	7	4
Hellenic Telecommunications Organization SA	HTO	371,142.7	<b>9</b>	8	10	3	3
Borussia Dortmund GmbH & Co. KGaA	BVB	350,138.9	<b>9</b>	9	9	1	6
Ipsen SA	IPN	332,659.5	<b>8</b>	8	7	7	8

ISS Governance QualityScore is a data driven scoring and screening solution designed to identify governance risk within companies. ISS Governance QualityScore is derived from publicly disclosed data on the company's governance practices. Scores indicate decile rank relevant to index or region. For more information on ISS Governance QualityScore, visit <https://www.issgovernance.com/solutions/iss-analytics/qualityscore/>.

<sup>1</sup>Estimated values are based on shares held on record date for the company's most recently held meeting during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

<sup>2</sup>Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

## Contested Meetings Overview

**There is no applicable content to display for the reporting period.**

<sup>1</sup>Values are based on shares held on record date for the company's meeting held during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

## Contested Meetings &amp; Largest Portfolio Positions with High Governance Risk Meeting Details

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
METRO AG	B4B	1920706	19-Feb-2025	2	Approve Discharge of Management Board for Fiscal Year 2023/24	For		For	
METRO AG	B4B	1920706	19-Feb-2025	3	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	For		For	
METRO AG	B4B	1920706	19-Feb-2025	4	Ratify KPMG AG as Auditors for Fiscal Year 2024/25 and as Auditor for the Review of the Interim Financial Statements and Reports for Fiscal Year 2025/26	For		For	
METRO AG	B4B	1920706	19-Feb-2025	5	Ratify KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2024/25	For		For	
METRO AG	B4B	1920706	19-Feb-2025	6.1	Elect Martin Plavec to the Supervisory Board	For		Against	
METRO AG	B4B	1920706	19-Feb-2025	6.2	Elect Eva-Lotta Sjostedt to the Supervisory Board	For		Against	
METRO AG	B4B	1920706	19-Feb-2025	6.3	Elect Marek Spurny to the Supervisory Board	For		Against	
METRO AG	B4B	1920706	19-Feb-2025	7	Approve Supervisory Board Remuneration Policy	For		For	
METRO AG	B4B	1920706	19-Feb-2025	8	Approve Remuneration Report	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	1	Approve Financial Statements and Statutory Reports	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	2	Approve Consolidated Financial Statements and Statutory Reports	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	3	Approve Allocation of Income and Dividends of EUR 13 per Share	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For		Against	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	5	Ratify Appointment of Wei Sun Christianson as Director	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	6	Reelect Bernard Arnault as Director	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	7	Reelect Sophie Chassat as Director	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	8	Reelect Clara Gaymard as Director	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	9	Reelect Hubert Védrine as Director	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	10	Approve Compensation Report of Corporate Officers	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	11	Approve Compensation of Bernard Arnault, Chairman and CEO	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	12	Approve Compensation of Antonio Belloni, Vice-CEO	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	13	Approve Remuneration Policy of Directors	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	14	Approve Remuneration Policy of Chairman and CEO	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	17	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 20 Million	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	22	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	24	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	27	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	28	Amend Articles 12 and 16 of Bylaws Re: Age Limit of Chairman of the Board and CEO	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1925336	17-Apr-2025	29	Amend Articles of Bylaws to Incorporate Legal Changes	For		Against	
Catena AB	CATE	1931910	28-Apr-2025	2	Elect Chair of Meeting	For		For	
Catena AB	CATE	1931910	28-Apr-2025	3	Prepare and Approve List of Shareholders	For		For	
Catena AB	CATE	1931910	28-Apr-2025	4	Approve Agenda of Meeting	For		For	
Catena AB	CATE	1931910	28-Apr-2025	5	Designate Inspector(s) of Minutes of Meeting	For		For	
Catena AB	CATE	1931910	28-Apr-2025	6	Acknowledge Proper Convening of Meeting	For		For	
Catena AB	CATE	1931910	28-Apr-2025	10	Accept Financial Statements and Statutory Reports	For		For	
Catena AB	CATE	1931910	28-Apr-2025	11	Approve Allocation of Income and Dividends of SEK 9 Per Share	For		For	
Catena AB	CATE	1931910	28-Apr-2025	12.a	Approve Discharge of Gustav Hermelin	For		For	
Catena AB	CATE	1931910	28-Apr-2025	12.b	Approve Discharge of Katarina Wallin	For		For	
Catena AB	CATE	1931910	28-Apr-2025	12.c	Approve Discharge of Helene Briggert	For		For	
Catena AB	CATE	1931910	28-Apr-2025	12.d	Approve Discharge of Caesar Afors	For		For	
Catena AB	CATE	1931910	28-Apr-2025	12.e	Approve Discharge of Vesna Jovic	For		For	
Catena AB	CATE	1931910	28-Apr-2025	12.f	Approve Discharge of Lennart Mauritzson	For		For	
Catena AB	CATE	1931910	28-Apr-2025	12.g	Approve Discharge of Joost Uwents	For		For	
Catena AB	CATE	1931910	28-Apr-2025	12.h	Approve Discharge of Jorgen Eriksson	For		For	
Catena AB	CATE	1931910	28-Apr-2025	13	Determine Number of Members (7) and Deputy Members (0) of Board	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Catena AB	CATE	1931910	28-Apr-2025	14.a	Approve Remuneration of Directors in the Amount of SEK 460,000 for Chair and SEK 230,000 for Other Directors; Approve Remuneration for Committee Work	For		For	
Catena AB	CATE	1931910	28-Apr-2025	14.b	Approve Remuneration of Auditors	For		For	
Catena AB	CATE	1931910	28-Apr-2025	15.a	Reelect Gustaf Hermelin as Director	For		Against	
Catena AB	CATE	1931910	28-Apr-2025	15.b	Reelect Katarina Wallin as Director	For		Against	
Catena AB	CATE	1931910	28-Apr-2025	15.c	Reelect Helene Briggert as Director	For		For	
Catena AB	CATE	1931910	28-Apr-2025	15.d	Reelect Lennart Mauritzson as Director	For		Against	
Catena AB	CATE	1931910	28-Apr-2025	15.e	Reelect Caesar Afors as Director	For		For	
Catena AB	CATE	1931910	28-Apr-2025	15.f	Reelect Vesna Jovic as Director	For		For	
Catena AB	CATE	1931910	28-Apr-2025	15.g	Reelect Joost Uwents as Director	For		Against	
Catena AB	CATE	1931910	28-Apr-2025	15.h	Elect Lennart Mauritzson as Board Chair	For		Against	
Catena AB	CATE	1931910	28-Apr-2025	16	Ratify KPMG as Auditors	For		For	
Catena AB	CATE	1931910	28-Apr-2025	17	Authorize Chair of the Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	For		For	
Catena AB	CATE	1931910	28-Apr-2025	18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For		For	
Catena AB	CATE	1931910	28-Apr-2025	19	Approve Remuneration Report	For		Against	
Catena AB	CATE	1931910	28-Apr-2025	20	Authorize Share Repurchase Program	For		For	
Catena AB	CATE	1931910	28-Apr-2025	21	Authorize Reissuance of Repurchased Shares	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Catena AB	CATE	1931910	28-Apr-2025	22	Approve Creation of Pool of Capital without Preemptive Rights	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	1	Approve Financial Statements and Statutory Reports	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	2	Approve Consolidated Financial Statements and Statutory Reports	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	3	Approve Discharge of General Managers	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	4	Approve Allocation of Income and Dividends of EUR 26 per Share	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	5	Approve Auditors' Special Report on Related-Party Transactions	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	7	Approve Compensation Report of Corporate Officers	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	8	Approve Compensation of Axel Dumas, General Manager	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	9	Approve Compensation of Emile Hermes SAS, General Manager	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	10	Approve Compensation of Éric de Seynes, Chairman of the Supervisory Board	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	11	Approve Remuneration Policy of General Managers	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	12	Approve Remuneration Policy of Supervisory Board Members	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	13	Reelect Charles-Eric Bauer as Supervisory Board Member	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	14	Reelect Estelle Brachlianoff as Supervisory Board Member	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Hermes International SCA	RMS	1944058	30-Apr-2025	15	Reelect Julie Guerrand as Supervisory Board Member	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	16	Elect Cécile Béliot-Zind as Supervisory Board Member	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	17	Elect Jean-Laurent Bonnafé as Supervisory Board Member	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	18	Elect Bernard Emié as Supervisory Board Member	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For		For	
Hermes International SCA	RMS	1944058	30-Apr-2025	24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For		Against	

Reporting Period: 01-Jan-2025 to 31-Dec-2025

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Hermes International SCA	RMS	1944058	30-Apr-2025	26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	27	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	28	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	For		Against	
Hermes International SCA	RMS	1944058	30-Apr-2025	29	Authorize Filing of Required Documents/Other Formalities	For		For	
CRH Plc	CRH	1940782	08-May-2025	1a	Re-elect Richie Boucher as Director	For		For	
CRH Plc	CRH	1940782	08-May-2025	1b	Re-elect Caroline Dowling as Director	For		For	
CRH Plc	CRH	1940782	08-May-2025	1c	Re-elect Richard Fearon as Director	For		For	
CRH Plc	CRH	1940782	08-May-2025	1d	Re-elect Johan Karlstrom as Director	For		For	
CRH Plc	CRH	1940782	08-May-2025	1e	Re-elect Shaun Kelly as Director	For		For	
CRH Plc	CRH	1940782	08-May-2025	1f	Re-elect Badar Khan as Director	For		For	
CRH Plc	CRH	1940782	08-May-2025	1g	Re-elect Lamar McKay as Director	For		For	
CRH Plc	CRH	1940782	08-May-2025	1h	Re-elect Jim Mintern as Director	For		For	
CRH Plc	CRH	1940782	08-May-2025	1i	Re-elect Gillian L. Platt as Director	For		For	
CRH Plc	CRH	1940782	08-May-2025	1j	Re-elect Mary K. Rhinehart as Director	For		For	
CRH Plc	CRH	1940782	08-May-2025	1k	Re-elect Siobhan Talbot as Director	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
CRH Plc	CRH	1940782	08-May-2025	1l	Re-elect Christina Verchere as Director	For		For	
CRH Plc	CRH	1940782	08-May-2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		For	
CRH Plc	CRH	1940782	08-May-2025	3	Advisory Vote on Say on Pay Frequency	One Year		One Year	
CRH Plc	CRH	1940782	08-May-2025	4	Approve Omnibus Stock Plan	For		For	
CRH Plc	CRH	1940782	08-May-2025	5a	Ratify Deloitte & Touche LLP as Auditors	For		For	
CRH Plc	CRH	1940782	08-May-2025	5b	Authorize Board to Fix Remuneration of Auditors	For		For	
CRH Plc	CRH	1940782	08-May-2025	6	Authorize Issue of Equity	For		For	
CRH Plc	CRH	1940782	08-May-2025	7	Authorize Issue of Equity without Pre-emptive Rights	For		For	
CRH Plc	CRH	1940782	08-May-2025	8	Authorize Share Repurchase Program	For		For	
CRH Plc	CRH	1940782	08-May-2025	9	Authorize Reissuance of Treasury Shares	For		For	
CRH Plc	CRH	1940782	08-May-2025	10	Require Advance Notice for Shareholder Proposals/Nominations	For		For	
CRH Plc	CRH	1940782	08-May-2025	11a	Adopt Plurality Voting in Contested Director Elections	For		For	
CRH Plc	CRH	1940782	08-May-2025	11b	Amend Articles of Association to Allow the Board to Determine the Number of Directors and Provide for Holdover Directors	For		For	
CRH Plc	CRH	1940782	08-May-2025	12	Amend Articles of Association	For		For	
Draegerwerk AG & Co. KGaA	DRW3	1926546	09-May-2025	1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Draegerwerk AG & Co. KGaA	DRW3	1926546	09-May-2025	2	Approve Allocation of Income and Dividends of EUR 1.97 per Ordinary Share and EUR 2.03 per Preferred Share	For		For	
Draegerwerk AG & Co. KGaA	DRW3	1926546	09-May-2025	3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	For		Against	
Draegerwerk AG & Co. KGaA	DRW3	1926546	09-May-2025	4	Approve Discharge of Supervisory Board for Fiscal Year 2024	For		For	
Draegerwerk AG & Co. KGaA	DRW3	1926546	09-May-2025	5	Approve Remuneration Report	For		Against	
Draegerwerk AG & Co. KGaA	DRW3	1926546	09-May-2025	6	Approve Remuneration Policy	For		Against	
Draegerwerk AG & Co. KGaA	DRW3	1926546	09-May-2025	7	Approve Remuneration of Supervisory Board	For		Against	
Draegerwerk AG & Co. KGaA	DRW3	1926546	09-May-2025	8	Ratify KPMG AG as Auditors for Fiscal Year 2025 and as Auditor for Sustainability Reporting for Fiscal Year 2025	For		For	
Draegerwerk AG & Co. KGaA	DRW3	1926546	09-May-2025	9	Elect Peter Bartels to the Supervisory Board	For		For	
Draegerwerk AG & Co. KGaA	DRW3	1926546	09-May-2025	10	Approve Virtual-Only Shareholder Meetings Until 2027	For		For	
Draegerwerk AG & Co. KGaA	DRW3	1926546	09-May-2025	11	Amend Articles Re: General Meeting Chair	For		For	
Buzzi SpA	BZU	1917134	13-May-2025	1	Accept Financial Statements and Statutory Reports	For		For	
Buzzi SpA	BZU	1917134	13-May-2025	2	Approve Allocation of Income	For		For	
Buzzi SpA	BZU	1917134	13-May-2025	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For		Against	
Buzzi SpA	BZU	1917134	13-May-2025	4.1	Approve Remuneration Policy	For		Against	
Buzzi SpA	BZU	1917134	13-May-2025	4.2	Approve Second Section of the Remuneration Report	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Buzzi SpA	BZU	1917134	13-May-2025	5	Appoint Massimo De Buglio as Alternate Internal Statutory Auditor	None		For	
Buzzi SpA	BZU	1917134	13-May-2025	1	Amend Company Bylaws Re: Article 21	For		For	
Ipsen SA	IPN	1953946	21-May-2025	1	Approve Financial Statements and Statutory Reports	For		For	
Ipsen SA	IPN	1953946	21-May-2025	2	Approve Consolidated Financial Statements and Statutory Reports	For		For	
Ipsen SA	IPN	1953946	21-May-2025	3	Approve Allocation of Income and Dividends of EUR 1.40 per Share	For		For	
Ipsen SA	IPN	1953946	21-May-2025	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For		For	
Ipsen SA	IPN	1953946	21-May-2025	5	Reelect David Loew as Director	For		For	
Ipsen SA	IPN	1953946	21-May-2025	6	Reelect Antoine Flochel as Director	For		Against	
Ipsen SA	IPN	1953946	21-May-2025	7	Reelect Margaret Liu as Director	For		For	
Ipsen SA	IPN	1953946	21-May-2025	8	Reelect Karen Witts as Director	For		For	
Ipsen SA	IPN	1953946	21-May-2025	9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.6 Million	For		For	
Ipsen SA	IPN	1953946	21-May-2025	10	Approve Remuneration Policy of Directors	For		For	
Ipsen SA	IPN	1953946	21-May-2025	11	Approve Remuneration Policy of Chairman of the Board	For		For	
Ipsen SA	IPN	1953946	21-May-2025	12	Approve Remuneration Policy of CEO and Executive Corporate Officers	For		Against	
Ipsen SA	IPN	1953946	21-May-2025	13	Approve Compensation Report of Corporate Officers	For		For	

Reporting Period: 01-Jan-2025 to 31-Dec-2025

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Ipsen SA	IPN	1953946	21-May-2025	14	Approve Compensation of Marc de Garidel, Chairman of the Board	For		For	
Ipsen SA	IPN	1953946	21-May-2025	15	Approve Compensation of David Loew, CEO	For		For	
Ipsen SA	IPN	1953946	21-May-2025	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		For	
Ipsen SA	IPN	1953946	21-May-2025	17	Ratify Change Location of Registered Office to 70 rue Balard, 75015 Paris	For		For	
Ipsen SA	IPN	1953946	21-May-2025	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For		For	
Ipsen SA	IPN	1953946	21-May-2025	19	Authorize Capitalization of Reserves of up to 20 Percent of Issued Share Capital for Bonus Issue or Increase in Par Value	For		For	
Ipsen SA	IPN	1953946	21-May-2025	20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 20 Percent of Issued Share Capital	For		For	
Ipsen SA	IPN	1953946	21-May-2025	21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	For		Against	
Ipsen SA	IPN	1953946	21-May-2025	22	Approve Issuance of up to 10 Percent of Issued Capital Per Year for a Private Placement	For		Against	
Ipsen SA	IPN	1953946	21-May-2025	23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20 to 22	For		Against	

Reporting Period: 01-Jan-2025 to 31-Dec-2025

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Ipsen SA	IPN	1953946	21-May-2025	24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For		For	
Ipsen SA	IPN	1953946	21-May-2025	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For		For	
Ipsen SA	IPN	1953946	21-May-2025	26	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	For		Against	
Ipsen SA	IPN	1953946	21-May-2025	27	Amend Article 16.2 of Bylaws Re: Written Consultation	For		For	
Ipsen SA	IPN	1953946	21-May-2025	28	Amend Article 16.3 of Bylaws Re: Virtual Participation	For		For	
Ipsen SA	IPN	1953946	21-May-2025	29	Amend Article 26.4 of Bylaws Re: General Meeting	For		For	
Ipsen SA	IPN	1953946	21-May-2025	30	Authorize Filing of Required Documents/Other Formalities	For		For	
Wacker Neuson SE	WAC	1926668	23-May-2025	2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	For		For	
Wacker Neuson SE	WAC	1926668	23-May-2025	3	Approve Discharge of Management Board for Fiscal Year 2024	For		For	
Wacker Neuson SE	WAC	1926668	23-May-2025	4	Approve Discharge of Supervisory Board for Fiscal Year 2024	For		For	
Wacker Neuson SE	WAC	1926668	23-May-2025	5	Ratify Forvis Mazars GmbH & Co. KG as Auditors for Fiscal Year 2025	For		For	
Wacker Neuson SE	WAC	1926668	23-May-2025	6	Approve Remuneration Report	For		Against	
Wacker Neuson SE	WAC	1926668	23-May-2025	7.1	Elect Johann Neunteufel to the Supervisory Board	For		Against	
Wacker Neuson SE	WAC	1926668	23-May-2025	7.2	Elect Peter Riegler to the Supervisory Board	For		Against	
Wacker Neuson SE	WAC	1926668	23-May-2025	7.3	Elect Matthias Schueppen to the Supervisory Board	For		Against	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Wacker Neuson SE	WAC	1926668	23-May-2025	7.4	Elect Ralph Wacker to the Supervisory Board	For		Against	
Wacker Neuson SE	WAC	1926668	23-May-2025	8	Approve Remuneration Policy	For		For	
Wacker Neuson SE	WAC	1926668	23-May-2025	9	Approve Supervisory Board Remuneration Policy	For		Against	
KION GROUP AG	KGX	1926154	27-May-2025	2	Approve Allocation of Income and Dividends of EUR 0.82 per Share	For		For	
KION GROUP AG	KGX	1926154	27-May-2025	3	Approve Discharge of Management Board for Fiscal Year 2024	For		For	
KION GROUP AG	KGX	1926154	27-May-2025	4	Approve Discharge of Supervisory Board for Fiscal Year 2024	For		For	
KION GROUP AG	KGX	1926154	27-May-2025	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	For		For	
KION GROUP AG	KGX	1926154	27-May-2025	5.2	Appoint KPMG AG as Auditor for Sustainability Reporting Fiscal Year 2025	For		For	
KION GROUP AG	KGX	1926154	27-May-2025	6	Approve Remuneration Report	For		Against	
KION GROUP AG	KGX	1926154	27-May-2025	7	Approve Remuneration of Supervisory Board	For		For	
KION GROUP AG	KGX	1926154	27-May-2025	8.1	Elect Mohsen Sohi to the Supervisory Board	For		Against	
KION GROUP AG	KGX	1926154	27-May-2025	8.2	Elect Sherry Aaholm to the Supervisory Board	For		Against	
KION GROUP AG	KGX	1926154	27-May-2025	8.3	Elect Xiaomei Zhang to the Supervisory Board	For		Against	
KION GROUP AG	KGX	1926154	27-May-2025	8.4	Elect Jiang Kui to the Supervisory Board	For		Against	
KION GROUP AG	KGX	1926154	27-May-2025	8.5	Elect Shaojun Sun to the Supervisory Board	For		Against	
KION GROUP AG	KGX	1926154	27-May-2025	8.6	Elect Peter Kameritsch to the Supervisory Board	For		For	

Reporting Period: 01-Jan-2025 to 31-Dec-2025

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	1	Approve Financial Statements, Statutory Reports and Income Allocation	For		For	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	3	Approve Management of Company and Grant Discharge to Auditors	For		For	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	4	Ratify Auditors	For		For	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	5	Amend Article 9: Board-Related	For		For	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	6	Amend Remuneration Policy	For		Against	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	7	Approve Remuneration of Directors and Members of Committees	For		For	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	8	Approve Remuneration of Executive Board Members	For		Against	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	9	Approve Profit Distribution to Company Executives	For		Against	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	10	Advisory Vote on Remuneration Report	For		Against	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	11	Approve Incentive Bonus Plan	For		Against	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	12	Approve Draft Demerger Plan and Related Formalities	For		For	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	13	Approve Director/Officer Liability and Indemnification	For		For	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	14	Approve Reduction in Issued Share Capital via Cancellation of Treasury Shares	For		For	
Hellenic Telecommunications Organization SA	HTO	1924841	23-Jun-2025	15	Authorize Share Repurchase Program	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Bauer AG	B5A0	1930026	10-Jul-2025	2	Approve Discharge of Management Board for Fiscal Year 2024	For		For	
Bauer AG	B5A0	1930026	10-Jul-2025	3	Approve Discharge of Supervisory Board for Fiscal Year 2024	For		For	
Bauer AG	B5A0	1930026	10-Jul-2025	4	Ratify Roedl & Partner GmbH as Auditors for Fiscal Year 2025	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	1	Accept Financial Statements and Statutory Reports	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	2	Approve Remuneration Report	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	3	Approve Final Dividend	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	4(a)	Re-elect Stan McCarthy as Director	For		Against	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	4(b)	Re-elect Eamonn Brennan as Director	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	4(c)	Re-elect Roisin Brennan as Director	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	4(d)	Re-elect Emer Daly as Director	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	4(e)	Re-elect Geoff Doherty as Director	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	4(f)	Re-elect Bertrand Grabowski as Director	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	4(g)	Re-elect Elisabeth Kostinger as Director	For		Against	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	4(h)	Re-elect Jinane Laghrari Laabi as Director	For		Against	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	4(i)	Re-elect Anne Nolan as Director	For		Against	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	4(j)	Re-elect Amber Rudd as Director	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	4(k)	Re-elect Michael O'Leary as Director	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	5	Authorise Board to Fix Remuneration of Auditors	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	6	Authorise Issue of Equity	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	7	Authorise Issue of Equity without Pre-emptive Rights	For		For	
Ryanair Holdings Plc	RYA	1994956	11-Sep-2025	8	Authorise Market Purchase and/or Overseas Market Purchase of Ordinary Shares	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	2013434	24-Nov-2025	1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024/25	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	2013434	24-Nov-2025	2	Approve Allocation of Income and Dividends of EUR 0.06 per Share	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	2013434	24-Nov-2025	3	Approve Remuneration Report	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	2013434	24-Nov-2025	4	Approve Discharge of Personally Liable Partner for Fiscal Year 2024/25	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	2013434	24-Nov-2025	5	Approve Discharge of Supervisory Board for Fiscal Year 2024/25	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	2013434	24-Nov-2025	6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025/26 and for the Review of Interim Financial Statements	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	2013434	24-Nov-2025	7	Approve Remuneration of Supervisory Board	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	2013434	24-Nov-2025	8	Amend Articles Re: Personally Liable Partner	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	2013434	24-Nov-2025	9	Approve Creation of EUR 22.1 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For		For	
Spotify Technology SA	SPOT	2021037	10-Dec-2025	1.a.	Elect Alex Norstrom as Director	For		For	
Spotify Technology SA	SPOT	2021037	10-Dec-2025	1.b.	Elect Gustav Soderstrom as Director	For		For	

## PARAMETERS

Location(s): All Locations

Account Group(s): All Account Groups

Institution Account(s): All Institution Accounts

Custodian Account(s): All Custodian Accounts

ADR Meetings: All Meetings

Client Covered: – None –

Contrary Votes: All Votes

Date Format: DD-MMM-YYYY

ISS Governance QualityScore < =: None

ISS Governance QualityScore > =: None

Highlighted Meetings: Include Contested and High Risk Meeting Details

Industry Sectors: All Sectors

Market Cap (USD) < =: None

Market Cap (USD) > =: None

Markets: All Markets

Meeting ID's: All Meeting ID's

Meeting Types: All Meeting Types

PoA Markets: All Markets

Proposal Proponents: All Proponents

Recommendations: All Recommendations

Record Date Markets: All Markets

Reregistration Meetings: Exclude Reregistration Meetings

Shareblocking Markets: All Markets

Speciality Policy: - None -

Vote Instructions: All Instructions

Voting Policies: None

Zero (0) Share Ballots: Exclude 0 Share Ballots

Account Group Watchlist: None

Account Watchlist: None

Country Watchlist: None

Issuer Watchlist: None

Proposal Code Watchlist: None

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