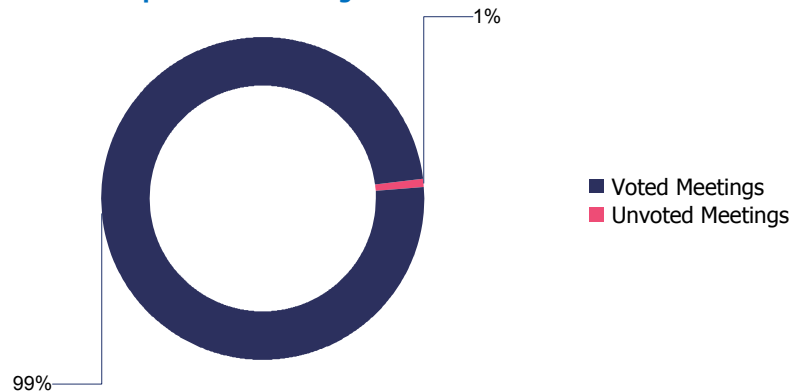


Meeting Overview

Category	Number
Votable Meetings	128
Meetings Voted	127
Proxy Contests Voted	0
Meetings with Against Management Votes	81
Meetings with Against ISS Votes	31

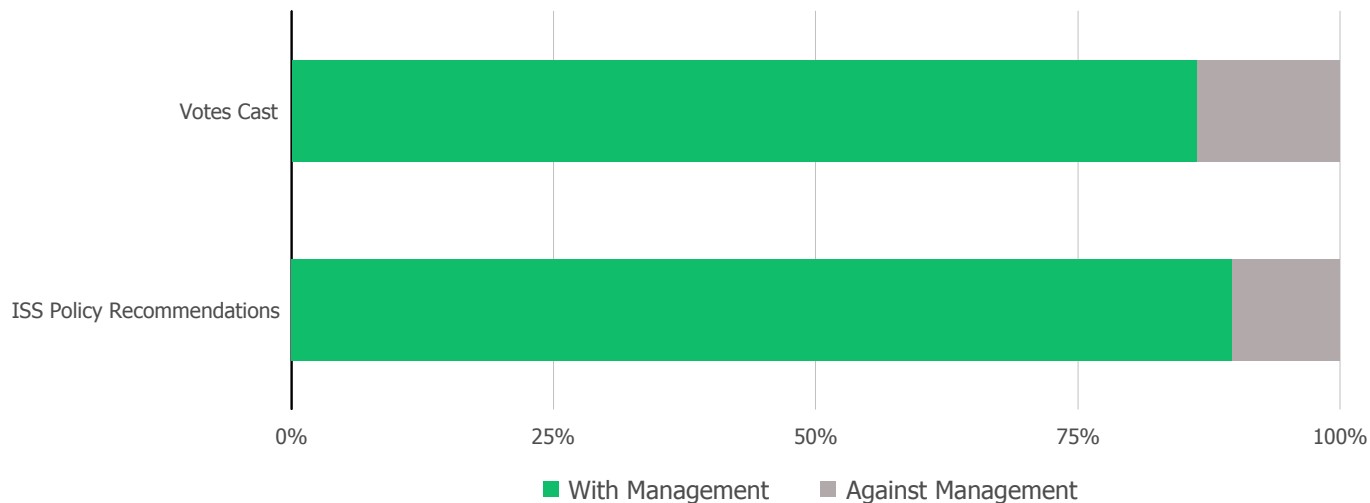
Comparison of Meetings Voted



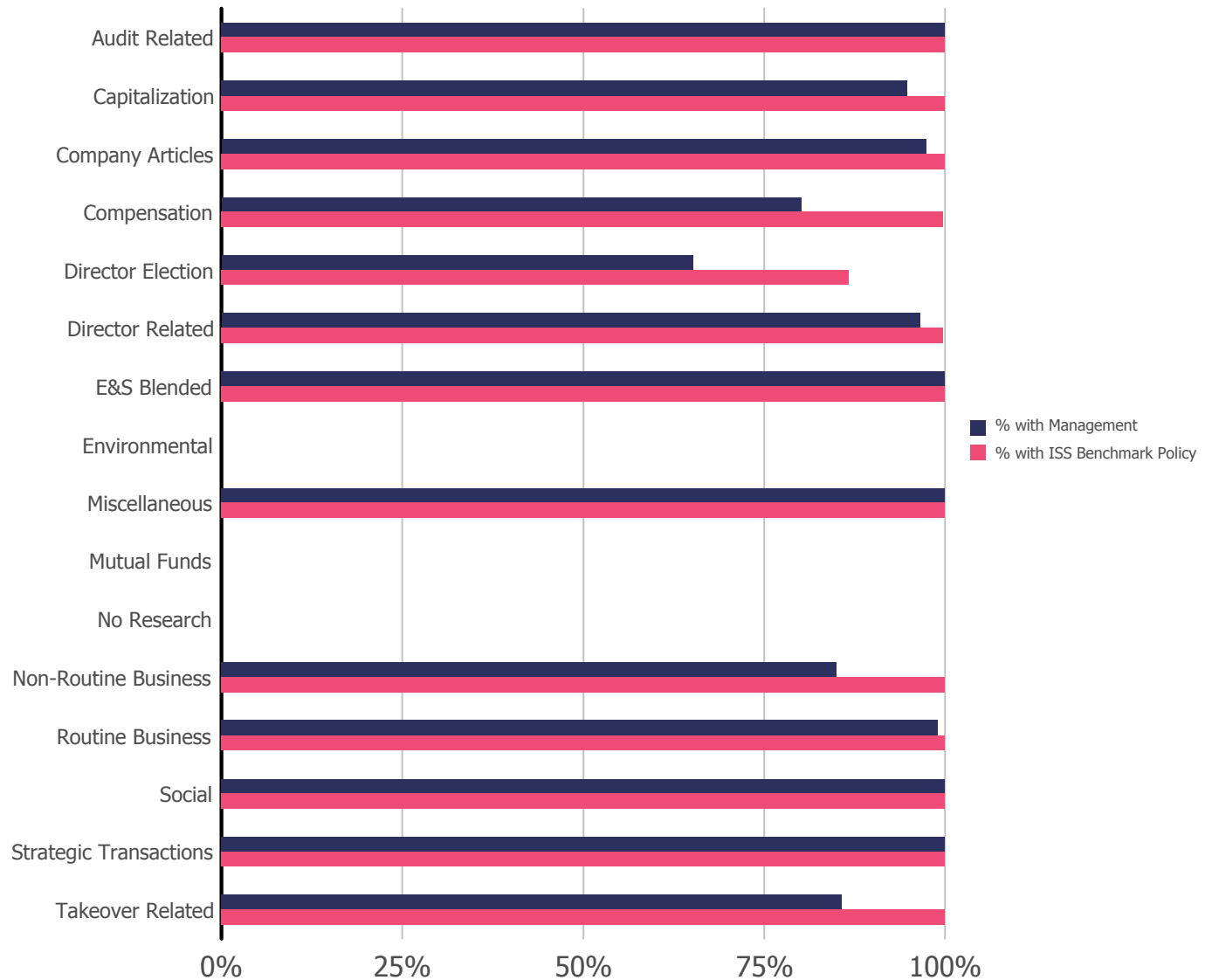
With 128 meetings available to vote during the period, 127 were voted, equating to approximately 99% of the votable meetings with close to 1% unvoted.

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 86% of cases, while the ISS Benchmark Policy recommendations are at 90% alignment with management recommendations.



Votes Cast on Management Proposal Categories



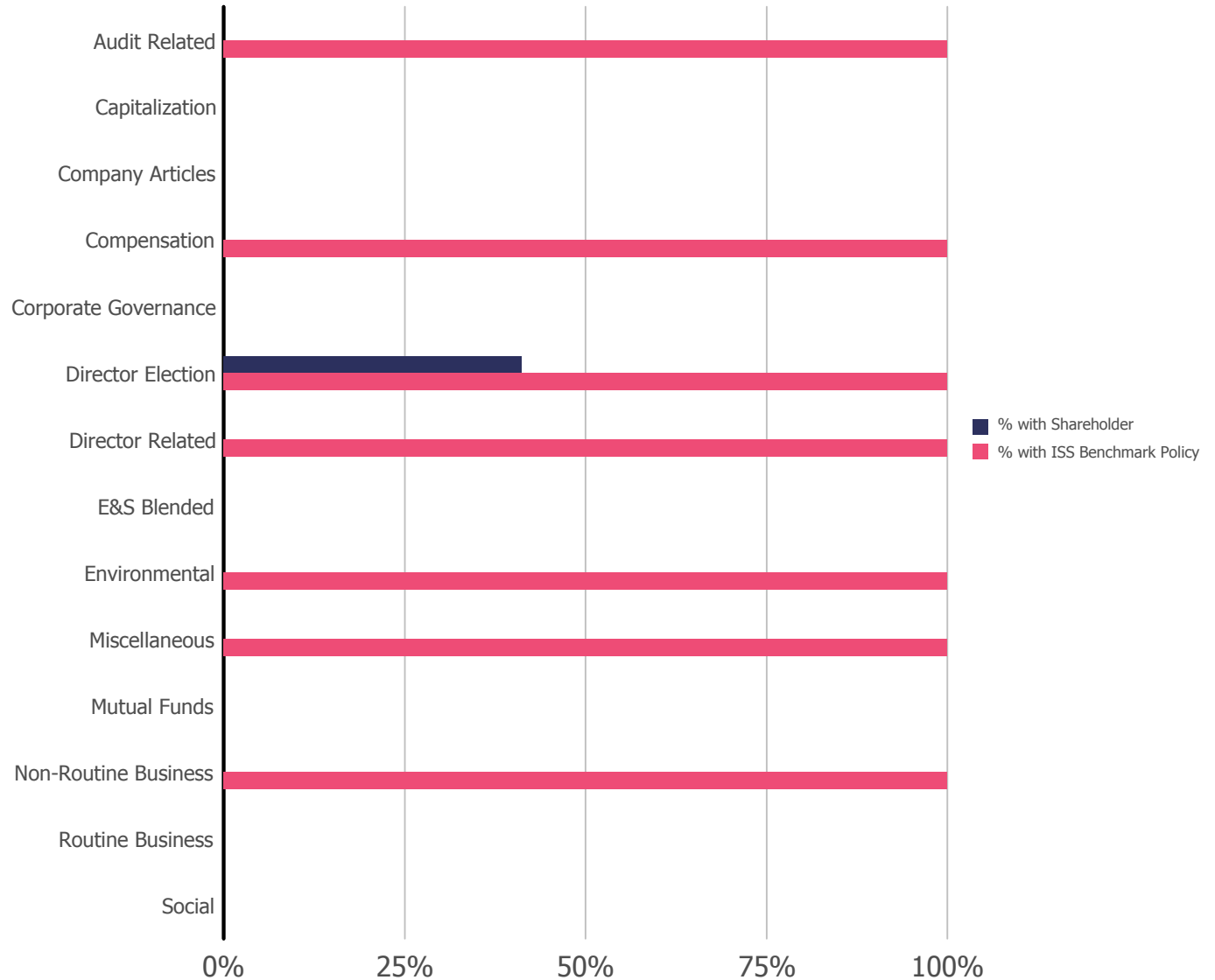
› Comparing the votes cast in support of Management proposals, ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by Shareholders against the aforementioned benchmarks.

› 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 Director Election, at 41% and the lowest level of support for shareholder proposals related to Audit Related, Compensation, Director Related, Environmental, Miscellaneous, Non-Routine Business, 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 ¹	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Communication Services	100%	18%	10%	1%
Consumer Discretionary	100%	15%	13%	2%
Consumer Staples	100%	0%	13%	4%
Energy	100%	0%	12%	3%
Financials	100%	0%	9%	3%
Health Care	100%	27%	14%	3%
Industrials	97%	23%	17%	3%
Information Technology	100%	0%	10%	2%
Materials	100%	9%	18%	11%
Real Estate	N/A	N/A	N/A	N/A
Utilities	100%	0%	33%	0%
TOTALS	99%	14%	14%	3%

Region	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 ¹	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Africa	N/A	N/A	N/A	N/A
Americas	100%	0%	18%	18%
Antarctica	N/A	N/A	N/A	N/A
Asia	N/A	N/A	N/A	N/A
Europe	99%	15%	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
TOTALS	99%	14%	14%	3%

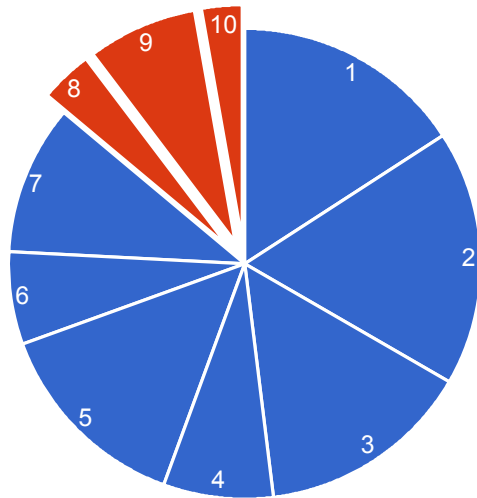
¹Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

Reporting Period: 01-Jan-2024 to 31-Dec-2024

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.

Portfolio Risk by ISS Governance QualityScore



14%² 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**.

Company	Ticker	Estimated Position Value (USD) ¹	ISS Governance QualityScore	Board Structure	Compensation/Remuneration	Shareholder Rights & Takeover Defenses	Audit & Risk Oversight
TRATON SE	8TRA	2.0 M	9	8	6	6	10
ROCKWOOL A/S	ROCK.B	1.4 M	9	8	9	8	8
Maire Tecnimont SpA	MAIRE	1.4 M	9	8	9	8	7
Hermes International SCA	RMS	1.2 M	9	8	8	10	5
LVMH Moët Hennessy Louis Vuitton SE	MC	1.1 M	9	8	10	7	4
KION GROUP AG	KGX	899,653.6	8	7	9	1	9
Addtech AB	ADDT.B	859,052.8	9	8	8	8	5
Bauer AG	B5A	632,386.1	9	9	6	1	10
Buzzi SpA	BZU	623,348.7	10	10	8	3	10
Hellenic Telecommunications Organization SA	HTO	432,662.1	8	8	8	3	3
Arjo AB	ARJO.B	399,822.9	9	9	6	8	4
Borussia Dortmund GmbH & Co. KGaA	BVB	295,712.0	10	10	9	1	6
DiaSorin SpA	DIA	215,340.8	10	8	9	8	10
bioMerieux SA	BIM	192,597.6	8	7	9	8	4
Rational AG	RAA	119,391.2	8	9	5	9	5

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/>.

¹Estimated 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.

²Percentages 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.

*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 & 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
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	3	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For		For	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	4	Approve Remuneration Report (Advisory Vote)	For		Against	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	5	Approve Remuneration of Directors for 2024/2025	For		For	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	6	Approve Allocation of Income and Dividends of DKK 43 Per Share	For		For	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	7.1	Reelect Jes Munk Hansen as Director	For		For	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	7.2	Reelect Ilse Irene Henne as Director	For		For	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	7.3	Reelect Rebekka Glasser Herlofsen as Director	For		For	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	7.4	Reelect Carsten Kahler as Director	For		Abstain	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	7.5	Reelect Thomas Kahler (Chair) as Director	For		Abstain	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	7.6	Reelect Jorgen Tang-Jensen (Deputy Chair) as Director	For		Abstain	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	8	Ratify PricewaterhouseCoopers as Auditors	For		For	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	9.a	Authorize Share Repurchase Program	For		For	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	9.b	Approve Remuneration Policy	For		Against	
ROCKWOOL A/S	ROCK.B	1833023	10-Apr-2024	9.c	Approve Contribution of 100 MDKK to Support Foundation for Ukrainian Reconstruction	For		For	
Maire Tecnimont SpA	MAIRE	1818066	17-Apr-2024	1.1	Accept Financial Statements and Statutory Reports	For		For	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Maire Tecnimont SpA	MAIRE	1818066	17-Apr-2024	1.2	Approve Allocation of Income	For		For	
Maire Tecnimont SpA	MAIRE	1818066	17-Apr-2024	2.1	Approve Remuneration Policy	For		Against	
Maire Tecnimont SpA	MAIRE	1818066	17-Apr-2024	2.2	Approve Second Section of the Remuneration Report	For		Against	
Maire Tecnimont SpA	MAIRE	1818066	17-Apr-2024	3	Elect Isabella Nova as Director and Approve Director's Remuneration	For		Against	
Maire Tecnimont SpA	MAIRE	1818066	17-Apr-2024	4.1	Approve Long-Term Incentive Plan 2024-2026	For		Against	
Maire Tecnimont SpA	MAIRE	1818066	17-Apr-2024	4.2	Approve Restricted and Matching Shares Plan	For		Against	
Maire Tecnimont SpA	MAIRE	1818066	17-Apr-2024	5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For		For	
Maire Tecnimont SpA	MAIRE	1818066	17-Apr-2024	6	Approve Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their Remuneration	For		For	
Maire Tecnimont SpA	MAIRE	1818066	17-Apr-2024	1	Amend Company Bylaws Re: Articles 1, 9, and 10	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	1	Approve Financial Statements and Statutory Reports	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	2	Approve Consolidated Financial Statements and Statutory Reports	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	3	Approve Allocation of Income and Dividends of EUR 13 per Share	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	4	Approve Auditors' Special Report on Related-Party Transactions	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	5	Reelect Antoine Arnault as Director	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	6	Elect Henri de Castries as Director	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	7	Elect Alexandre Arnault as Director	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	8	Elect Frederic Arnault as Director	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	1818248	18-Apr-2024	9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	10	Approve Compensation Report of Corporate Officers	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	11	Approve Compensation of Bernard Arnault, Chairman and CEO	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	12	Approve Compensation of Antonio Belloni, Vice-CEO	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	13	Approve Remuneration Policy of Directors	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	14	Approve Remuneration Policy of Chairman and CEO	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	15	Approve Remuneration Policy of Vice-CEO	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	2	Elect Chairman of Meeting	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	3	Prepare and Approve List of Shareholders	For		For	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Arjo AB	ARJO.B	1824904	18-Apr-2024	4	Approve Agenda of Meeting	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	6	Acknowledge Proper Convening of Meeting	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	10	Accept Financial Statements and Statutory Reports	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	11	Approve Allocation of Income and Dividends of SEK 0.90 Per Share	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	12.1	Approve Discharge of Johan Malmquist	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	12.2	Approve Discharge of Carl Bennet	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	12.3	Approve Discharge of Eva Elmstedt	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	12.4	Approve Discharge of Dan Frohm	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	12.5	Approve Discharge of Ulf Grunander	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	12.6	Approve Discharge of Carola Lemne	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	12.7	Approve Discharge of Joacim Lindoff	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	12.8	Approve Discharge of Kajsa Haraldsson	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	12.9	Approve Discharge of Eva Sandling Gralen	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	12.10	Approve Discharge of Sten Borjesson	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	12.11	Approve Discharge of Jimmy Linde	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	13.1	Determine Number of Members (8) and Deputy Members (0) of Board	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	13.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Arjo AB	ARJO.B	1824904	18-Apr-2024	14.1	Approve Remuneration of Directors in the Amount of SEK 1.6 Million for Chairman and SEK 703,000 for Other Directors; Approve Remuneration for Committee Work	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	14.2	Approve Remuneration of Auditors	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	15.1a	Reelect Johan Malmquist as Director	For		Against	
Arjo AB	ARJO.B	1824904	18-Apr-2024	15.1b	Reelect Carl Bennet as Director	For		Against	
Arjo AB	ARJO.B	1824904	18-Apr-2024	15.1c	Reelect Eva Elmstedt as Director	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	15.1d	Reelect Dan Frohm as Director	For		Against	
Arjo AB	ARJO.B	1824904	18-Apr-2024	15.1e	Reelect Ulf Grunander as Director	For		Against	
Arjo AB	ARJO.B	1824904	18-Apr-2024	15.1f	Reelect Carola Lemne as Director	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	15.1g	Reelect Joacim Lindoff as Director	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	15.1h	Elect Ulrika Dellby as New Director	For		Against	
Arjo AB	ARJO.B	1824904	18-Apr-2024	15.2	Reelect Johan Malmquist as Board Chair	For		Against	
Arjo AB	ARJO.B	1824904	18-Apr-2024	16	Ratify PricewaterhouseCoopers as Auditor	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For		For	
Arjo AB	ARJO.B	1824904	18-Apr-2024	18	Approve Remuneration Report	For		Against	
DiaSorin SpA	DIA	1816897	24-Apr-2024	1.1	Accept Financial Statements and Statutory Reports	For		For	
DiaSorin SpA	DIA	1816897	24-Apr-2024	1.2	Approve Allocation of Income	For		For	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
DiaSorin SpA	DIA	1816897	24-Apr-2024	2.1	Approve Remuneration Policy	For		Against	
DiaSorin SpA	DIA	1816897	24-Apr-2024	2.2	Approve Second Section of the Remuneration Report	For		For	
DiaSorin SpA	DIA	1816897	24-Apr-2024	3	Approve Auditors and Authorize Board to Fix Their Remuneration	For		For	
Hermes International SCA	RMS	1821023	30-Apr-2024	1	Approve Financial Statements and Statutory Reports	For		For	
Hermes International SCA	RMS	1821023	30-Apr-2024	2	Approve Consolidated Financial Statements and Statutory Reports	For		For	
Hermes International SCA	RMS	1821023	30-Apr-2024	3	Approve Discharge of General Managers	For		For	
Hermes International SCA	RMS	1821023	30-Apr-2024	4	Approve Allocation of Income and Dividends of EUR 25 per Share	For		For	
Hermes International SCA	RMS	1821023	30-Apr-2024	5	Approve Auditors' Special Report on Related-Party Transactions	For		Against	
Hermes International SCA	RMS	1821023	30-Apr-2024	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		Against	
Hermes International SCA	RMS	1821023	30-Apr-2024	7	Approve Compensation Report of Corporate Officers	For		Against	
Hermes International SCA	RMS	1821023	30-Apr-2024	8	Approve Compensation of Axel Dumas, General Manager	For		Against	
Hermes International SCA	RMS	1821023	30-Apr-2024	9	Approve Compensation of Emile Hermes SAS, General Manager	For		Against	
Hermes International SCA	RMS	1821023	30-Apr-2024	10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For		For	
Hermes International SCA	RMS	1821023	30-Apr-2024	11	Approve Remuneration Policy of General Managers	For		Against	
Hermes International SCA	RMS	1821023	30-Apr-2024	12	Approve Remuneration Policy of Supervisory Board Members	For		For	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Hermes International SCA	RMS	1821023	30-Apr-2024	13	Reelect Matthieu Dumas as Supervisory Board Member	For		Against	
Hermes International SCA	RMS	1821023	30-Apr-2024	14	Reelect Blaise Guerrand as Supervisory Board Member	For		Against	
Hermes International SCA	RMS	1821023	30-Apr-2024	15	Reelect Olympia Guerrand as Supervisory Board Member	For		Against	
Hermes International SCA	RMS	1821023	30-Apr-2024	16	Reelect Alexandre Viros as Supervisory Board Member	For		For	
Hermes International SCA	RMS	1821023	30-Apr-2024	17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	For		For	
Hermes International SCA	RMS	1821023	30-Apr-2024	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For		For	
Hermes International SCA	RMS	1821023	30-Apr-2024	19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For		Against	
Hermes International SCA	RMS	1821023	30-Apr-2024	20	Authorize Filing of Required Documents/Other Formalities	For		For	
Rational AG	RAA	1821482	08-May-2024	2	Approve Allocation of Income and Dividends of EUR 13.50 per Share	For		For	
Rational AG	RAA	1821482	08-May-2024	3	Approve Discharge of Management Board for Fiscal Year 2023	For		For	
Rational AG	RAA	1821482	08-May-2024	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For		For	
Rational AG	RAA	1821482	08-May-2024	5	Approve Remuneration Report	For		For	
Rational AG	RAA	1821482	08-May-2024	6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	For		For	
Rational AG	RAA	1821482	08-May-2024	7	Amend Articles Re: Proof of Entitlement	For		For	
Rational AG	RAA	1821482	08-May-2024	8.1	Elect Erich Baumgaertner to the Supervisory Board	For		Against	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Rational AG	RAA	1821482	08-May-2024	8.2	Elect Johannes Wuerbser to the Supervisory Board	For		Against	
Rational AG	RAA	1821482	08-May-2024	8.3	Elect Werner Schwind to the Supervisory Board	For		Against	
Rational AG	RAA	1821482	08-May-2024	8.4	Elect Clarissa Kaefer to the Supervisory Board	For		For	
Rational AG	RAA	1821482	08-May-2024	8.5	Elect Christoph Lintz to the Supervisory Board	For		Against	
Buzzi SpA	BZU	1812021	09-May-2024	1	Accept Financial Statements and Statutory Reports	For		For	
Buzzi SpA	BZU	1812021	09-May-2024	2	Approve Allocation of Income	For		For	
Buzzi SpA	BZU	1812021	09-May-2024	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For		For	
Buzzi SpA	BZU	1812021	09-May-2024	4.1	Approve Remuneration Policy	For		Against	
Buzzi SpA	BZU	1812021	09-May-2024	4.2	Approve Second Section of the Remuneration Report	For		Against	
Buzzi SpA	BZU	1812021	09-May-2024	1	Amend Company Bylaws Re: Article 5	For		Against	
Buzzi SpA	BZU	1812021	09-May-2024	2	Amend Company Bylaws Re: Article 9	For		Against	
bioMerieux SA	BIM	1838584	23-May-2024	1	Approve Financial Statements and Statutory Reports	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	2	Approve Consolidated Financial Statements and Statutory Reports	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	3	Approve Discharge of Directors	For		Against	
bioMerieux SA	BIM	1838584	23-May-2024	4	Approve Allocation of Income and Dividends of EUR 0.85 per Share	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	5	Reelect Harold Boel as Director	For		Against	
bioMerieux SA	BIM	1838584	23-May-2024	6	Elect Groupe Industriel Marcel Dassault as Director	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	7	Elect Viviane Monges as Director	For		For	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
bioMerieux SA	BIM	1838584	23-May-2024	8	Appoint Benoit Ribadeau-Dumas as Censor	For		Against	
bioMerieux SA	BIM	1838584	23-May-2024	9	Renew Appointment of Ernst & Young et Autres as Auditor	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	10	Appoint Ernst & Young et Autres as Authorized Sustainability Auditors	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	11	Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	12	Approve Remuneration Policy of Corporate Officers	For		Against	
bioMerieux SA	BIM	1838584	23-May-2024	13	Approve Remuneration Policy of Chairman of the Board	For		Against	
bioMerieux SA	BIM	1838584	23-May-2024	14	Approve Remuneration Policy of CEO	For		Against	
bioMerieux SA	BIM	1838584	23-May-2024	15	Approve Remuneration Policy of Directors	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	16	Approve Compensation Report of Corporate Officers	For		Against	
bioMerieux SA	BIM	1838584	23-May-2024	17	Approve Compensation of Alexandre Merieux, Chairman and CEO from January 1, 2023 to June 30, 2023 and Chairman of the Board since July 1, 2023	For		Against	
bioMerieux SA	BIM	1838584	23-May-2024	18	Approve Compensation of Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023	For		Against	
bioMerieux SA	BIM	1838584	23-May-2024	19	Approve Amended Share Purchase Program (MyShare 2023) Reserved for Beneficiaries Employed in the State of California, USA	For		For	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
bioMerieux SA	BIM	1838584	23-May-2024	20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	22	Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans	For		Against	
bioMerieux SA	BIM	1838584	23-May-2024	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	24	Eliminate Preemptive Rights Pursuant to Item 23 Above, in Favor of Employees	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22 and 23 at EUR 4,210,280	For		For	
bioMerieux SA	BIM	1838584	23-May-2024	26	Authorize Filing of Required Documents/Other Formalities	For		For	
KION GROUP AG	KGX	1821485	29-May-2024	2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For		For	
KION GROUP AG	KGX	1821485	29-May-2024	3	Approve Discharge of Management Board for Fiscal Year 2023	For		For	
KION GROUP AG	KGX	1821485	29-May-2024	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For		For	
KION GROUP AG	KGX	1821485	29-May-2024	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For		For	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
KION GROUP AG	KGX	1821485	29-May-2024	5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	For		For	
KION GROUP AG	KGX	1821485	29-May-2024	6	Approve Remuneration Report	For		Against	
KION GROUP AG	KGX	1821485	29-May-2024	7	Approve Remuneration Policy	For		For	
KION GROUP AG	KGX	1821485	29-May-2024	8	Amend Articles Re: Proof of Entitlement	For		For	
KION GROUP AG	KGX	1821485	29-May-2024	9	Amend Affiliation Agreement with KION Information Management Services GmbH	For		For	
TRATON SE	8TRA	1822801	13-Jun-2024	2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	For		For	
TRATON SE	8TRA	1822801	13-Jun-2024	3	Approve Discharge of Management Board for Fiscal Year 2023	For		For	
TRATON SE	8TRA	1822801	13-Jun-2024	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For		For	
TRATON SE	8TRA	1822801	13-Jun-2024	5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For		For	
TRATON SE	8TRA	1822801	13-Jun-2024	5.2	Ratify EY GmbH & Co. KG as Auditors for a Possible Review of Additional Financial Information until the 2025 AGM	For		For	
TRATON SE	8TRA	1822801	13-Jun-2024	6	Approve Remuneration Report	For		For	
TRATON SE	8TRA	1822801	13-Jun-2024	7	Approve Remuneration Policy for the Management Board	For		Against	
TRATON SE	8TRA	1822801	13-Jun-2024	8	Approve Remuneration Policy for the Supervisory Board	For		Against	
TRATON SE	8TRA	1822801	13-Jun-2024	9.1	Elect Hans Poetsch to the Supervisory Board	For		Against	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
TRATON SE	8TRA	1822801	13-Jun-2024	9.2	Elect Oedgaerd Andersson to the Supervisory Board	For		Against	
TRATON SE	8TRA	1822801	13-Jun-2024	9.3	Elect Manfred Doess to the Supervisory Board	For		Against	
TRATON SE	8TRA	1822801	13-Jun-2024	9.4	Elect Gunnar Kilian to the Supervisory Board	For		Against	
TRATON SE	8TRA	1822801	13-Jun-2024	9.5	Elect Albert Kirchmann to the Supervisory Board	For		Against	
TRATON SE	8TRA	1822801	13-Jun-2024	9.6	Elect Julia Kuhn-Piech to the Supervisory Board	For		Against	
TRATON SE	8TRA	1822801	13-Jun-2024	9.7	Elect Nina Macpherson to the Supervisory Board	For		Against	
TRATON SE	8TRA	1822801	13-Jun-2024	9.8	Elect Christian Porsche to the Supervisory Board	For		Against	
TRATON SE	8TRA	1822801	13-Jun-2024	9.9	Elect Wolf-Michael Schmid to the Supervisory Board	For		Against	
TRATON SE	8TRA	1822801	13-Jun-2024	9.10	Elect Frank Witter to the Supervisory Board	For		Against	
TRATON SE	8TRA	1822801	13-Jun-2024	10	Amend Articles of Association	For		For	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	1	Approve Financial Statements, Statutory Reports and Income Allocation	For		For	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	3	Approve Management of Company and Grant Discharge to Auditors	For		For	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	4	Ratify Auditors	For		For	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	5	Approve Remuneration of Directors and Members of Committees	For		For	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	6	Approve Remuneration of Executive Board Members	For		Against	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	7	Advisory Vote on Remuneration Report	For		Against	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	8	Approve Remuneration Policy	For		Against	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	9	Approve Director/Officer Liability and Indemnification	For		For	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	10	Approve Reduction in Issued Share Capital via Cancellation of Treasury Shares	For		For	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	11.1	Elect Konstantinos Nebis as Director	For		Against	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	11.2	Elect Charalampos Mazarakis as Director	For		Against	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	11.3	Elect Dominique Yvette M. Leroy as Director	For		Against	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	11.4	Elect Kyra Elen Sibylle Orth as Director	For		Against	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	11.5	Elect Daniel Daub as Director	For		Against	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	11.6	Elect Elvira Gonzalez Sevilla as Director	For		Against	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	11.7	Elect Eelco Blok as Director	For		For	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	11.8	Elect Konstantinos Gkravas as Director	For		For	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	11.9	Elect Alexandros Athanassiou as Director	For		For	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	11.10	Elect Christina Bousoulega as Director	For		Against	
Hellenic Telecommunications Organization SA	HTO	1820089	28-Jun-2024	12	Approve Type, Composition, and Term of the Audit Committee	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	2	Elect Chairman of Meeting	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	3	Prepare and Approve List of Shareholders	For		For	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Addtech AB	ADD.T.B	1824737	22-Aug-2024	4	Approve Agenda of Meeting	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	5	Designate Inspector(s) of Minutes of Meeting	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	6	Acknowledge Proper Convening of Meeting	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	9.a1	Accept Financial Statements and Statutory Reports	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	9.a2	Accept Consolidated Financial Statements and Statutory Reports	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	9.b	Approve Allocation of Income and Dividends of SEK 2.80 Per Share	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	9.c1	Approve Discharge of Kenth Eriksson	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	9.c2	Approve Discharge of Henrik Hedelius	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	9.c3	Approve Discharge of Ulf Mattsson	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	9.c4	Approve Discharge of Malin Nordesjo	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	9.c5	Approve Discharge of Niklas Stenberg	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	9.c6	Approve Discharge of Annikki Schaeferdiek	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	9.c7	Approve Discharge of CEO Niklas Stenberg	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	11	Determine Number of Members (6) and Deputy Members (0) of Board	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	12.1	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 550,000 for Other Directors	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	12.2	Approve Remuneration of Auditors	For		For	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	13.1	Reelect Henrik Hedelius as Director	For		Against	
Addtech AB	ADD.T.B	1824737	22-Aug-2024	13.2	Reelect Ulf Mattson as Director	For		Against	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Addtech AB	ADDT.B	1824737	22-Aug-2024	13.3	Reelect Malin Nordesjo as Director	For		Against	
Addtech AB	ADDT.B	1824737	22-Aug-2024	13.4	Reelect Annikki Schaeferdiek as Director	For		For	
Addtech AB	ADDT.B	1824737	22-Aug-2024	13.5	Reelect Niklas Stenberg as Director	For		For	
Addtech AB	ADDT.B	1824737	22-Aug-2024	13.6	Elect Fredrik Borjesson as New Director	For		Against	
Addtech AB	ADDT.B	1824737	22-Aug-2024	13.7	Elect Malin Nordesjo as Board Chair	For		Against	
Addtech AB	ADDT.B	1824737	22-Aug-2024	14	Ratify Deloitte AB as Auditors	For		For	
Addtech AB	ADDT.B	1824737	22-Aug-2024	15	Approve Remuneration Report	For		Against	
Addtech AB	ADDT.B	1824737	22-Aug-2024	16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For		For	
Addtech AB	ADDT.B	1824737	22-Aug-2024	17	Approve Share-Based Incentive Plan for Key Employees; Approve Call Options for Participants	For		For	
Addtech AB	ADDT.B	1824737	22-Aug-2024	18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For		For	
Addtech AB	ADDT.B	1824737	22-Aug-2024	19	Approve Creation of 5 Percent of Pool of Capital without Preemptive Rights	For		For	
Addtech AB	ADDT.B	1824737	22-Aug-2024	20	Amend Corporate Purpose	For		For	
Bauer AG	B5A	1888145	19-Sep-2024	2	Approve Discharge of Management Board for Fiscal Year 2023	For		For	
Bauer AG	B5A	1888145	19-Sep-2024	3	Approve Discharge of Supervisory Board for Fiscal Year 2023	For		For	
Bauer AG	B5A	1888145	19-Sep-2024	4	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	For		For	
Bauer AG	B5A	1888145	19-Sep-2024	5	Approve Creation of EUR 91.7 Million Pool of Capital without Preemptive Rights	For		For	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Bauer AG	B5A	1888145	19-Sep-2024	6	Approve Conversion from Bearer Shares to Registered Shares	For		For	
Bauer AG	B5A	1888145	19-Sep-2024	7	Amend Articles Re: Board-Related	For		For	
Bauer AG	B5A	1888145	19-Sep-2024	8	Amend Articles Re: Supervisory Board Term of Office	For		For	
Bauer AG	B5A	1888145	19-Sep-2024	9	Amend Articles Re: Supervisory Board Remuneration	For		For	
Bauer AG	B5A	1888145	19-Sep-2024	10	Amend Articles Re: Non-Cash Distribution	For		For	
Bauer AG	B5A	1888145	19-Sep-2024	11	Amend Articles of Association	For		For	
Bauer AG	B5A	1888145	19-Sep-2024	12	Approve Removal of Supervisory Board Member Gerardus N. G. Wirken	None			
Bauer AG	B5A	1888145	19-Sep-2024	13	Elect Sebastian Sennebogen to the Supervisory Board	None			
Bauer AG	B5A	1888145	19-Sep-2024	14	Approve Removal of Supervisory Board Member Elisabeth Teschemacher	None			
Bauer AG	B5A	1888145	19-Sep-2024	15	Elect Florian Tucher von Simmelsdorf to the Supervisory Board	None			
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023/24	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	2	Approve Allocation of Income and Dividends of EUR 0.06 per Share	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	3	Approve Remuneration Report	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	4	Approve Discharge of Personally Liable Partner for Fiscal Year 2023/24	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	5	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	For		For	

Reporting Period: 01-Jan-2024 to 31-Dec-2024

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	6.1	Elect Matthias Baeumer to the Supervisory Board	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	6.2	Elect Judith Dommermuth to the Supervisory Board	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	6.3	Elect Bernd Geske to the Supervisory Board	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	6.4	Elect Ulrich Leitermann to the Supervisory Board	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	6.5	Elect Reinhold Lunow to the Supervisory Board	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	6.6	Elect Bernhard Pellens to the Supervisory Board	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	6.7	Elect Christian Schmid to the Supervisory Board	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	6.8	Elect Silke Seidel to the Supervisory Board	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	6.9	Elect Michael Zorc to the Supervisory Board	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	7	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024/25 and for the Review of Interim Financial Statements	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	8	Amend Articles Re: Decisions and Resolutions of DFB GmbH & Co. KG	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	1902811	25-Nov-2024	9	Amend Articles Re: Personally Liable Partner's Right of Consent	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

This document and all of the information contained in it, including without limitation all text, data, graphs and charts (collectively, the "Information") is the property of Institutional Shareholder Services Inc., its subsidiary, ISS Corporate Services, Inc., or in some cases third party suppliers (collectively "ISS"). The Information may not be reproduced or disseminated in whole or in part without prior written permission of ISS.

Information regarding the holdings and other data specific to the named recipient of this report (the "Recipient"), has been compiled from the records of only the asset manager(s) who use ISS' proxy advisory/voting services and who have authorized ISS to include the Recipient's data in this report. ISS believes this data to be reliable but cannot guarantee its accuracy.

The Information has not been submitted to, nor received approval from, the United States Securities and Exchange Commission or any other regulatory body. None of the Information constitutes an offer to sell (or a solicitation of an offer to buy), or a promotion or recommendation of, any security, financial product or other investment vehicle or any trading strategy, nor a solicitation of a proxy, and ISS does not endorse, approve or otherwise express any opinion regarding any issuer, securities, financial products or instruments or trading strategies.

Issuers mentioned in this product may have purchased self-assessment tools and publications from ISS Corporate Services, Inc. ("ICS"), a wholly owned subsidiary of ISS, or ICS may have provided advisory or analytical services to the issuer. No employee of ICS played a role in the preparation of the content of this product. Any issuer that is mentioned in this document may be a client of ISS or ICS, or may be the parent of, or affiliated with, a client of ISS or ICS. If you are an ISS institutional client, you may inquire about any issuer's use of products and services from ICS by emailing disclosure@issgovernance.com.