

STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING

ALL VOTES

01/07/2025 to 30/09/2025

Date range covered : 07/01/2025 to 09/30/2025

Marks & Spencer Group Plc

Meeting Date: 07/01/2025

Country: United Kingdom

Ticker: MKS

Meeting Type: Annual

Primary ISIN: GB0031274896

Primary SEDOL: 3127489

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	For	For
<i>Voter Rationale: The board chairman serves as a member of the Remuneration Committee. The board chairman serves as a member of the Nomination Committee.</i>					
5	Re-elect Stuart Machin as Director	Mgmt	For	For	For
6	Re-elect Evelyn Bourke as Director	Mgmt	For	For	For
7	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
8	Re-elect Ronan Dunne as Director	Mgmt	For	For	For
9	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
10	Re-elect Justin King as Director	Mgmt	For	For	For
11	Re-elect Cheryl Potter as Director	Mgmt	For	For	For
12	Re-elect Sapna Sood as Director	Mgmt	For	Against	For
13	Elect Alison Dolan as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
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

Marks & Spencer Group 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 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	Refer	For
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
27	Shareholder Proposal	Mgmt			
	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	Against

Voter Rationale: Vote AGAINST as the company is not a laggard in this space and this type of report is not commonly provided within the retail sector.

Snowflake Inc.

Meeting Date: 07/02/2025	Country: USA	Ticker: SNOW
	Meeting Type: Annual	
	Primary ISIN: US8334451098	Primary SEDOL: BN134B7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kelly A. Kramer	Mgmt	For	For	For
1b	Elect Director Frank Sloodman	Mgmt	For	For	For
1c	Elect Director Michael L. Speiser	Mgmt	For	Withhold	Withhold

Voter Rationale: This director is not sufficiently independent to serve as the independent lead director.

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
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. At this time, CEO pay relative to peer performance is misaligned. Relative financial metrics are not present in the long-term incentive structure. Long-term incentive awards should not be allowed to vest within 3 years since the date of grant. Retention or recruitment awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
<p><i>Voter Rationale: The annual election of directors provides greater accountability to shareholders and is a widely accepted best practice in corporate governance. Shareholders should have the opportunity to communicate with directors regarding their performance regularly.</i></p>					
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

Corebridge Financial, Inc.

Meeting Date: 07/09/2025	Country: USA	Ticker: CRBG
	Meeting Type: Special	
	Primary ISIN: US21871X1090	Primary SEDOL: BMTX0G9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Charter	Mgmt	For	For	For
2	Provide Right to Act by Written Consent	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

National Grid Plc

Meeting Date: 07/09/2025	Country: United Kingdom	Ticker: NG
	Meeting Type: Annual	
	Primary ISIN: GB00BDR05C01	Primary SEDOL: BDR05C0

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 Paula Reynolds as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Nomination Committee.</i>					
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For
5	Re-elect Andy Agg as Director	Mgmt	For	For	For
6	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
7	Re-elect Ian Livingston as Director	Mgmt	For	For	For
8	Re-elect Iain Mackay as Director	Mgmt	For	For	For
9	Re-elect Anne Robinson as Director	Mgmt	For	For	For
10	Re-elect Earl Shipp as Director	Mgmt	For	For	For
11	Re-elect Jonathan Silver as Director	Mgmt	For	For	For
12	Re-elect Tony Wood as Director	Mgmt	For	For	For
13	Re-elect Martha Wyrsh 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	Approve Remuneration Policy	Mgmt	For	Refer	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Increase in Borrowing Limit	Mgmt	For	For	For
20	Approve Scrip Dividend Scheme	Mgmt	For	For	For
21	Authorise Directors to Capitalise the Appropriate Nominal Amounts of New Shares of the Company Allotted Pursuant to the Company's Scrip Dividend Scheme	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For

National Grid Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

BT Group Plc

Meeting Date: 07/10/2025	Country: United Kingdom	Ticker: BT.A
	Meeting Type: Annual	
	Primary ISIN: GB0030913577	Primary SEDOL: 3091357

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	Refer	For
3	Approve Remuneration Policy	Mgmt	For	Refer	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Adam Crozier as Director	Mgmt	For	For	For
Voter Rationale: The board chairman serves as a member of the Nomination Committee.					
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

BT Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

Land Securities Group Plc

Meeting Date: 07/10/2025	Country: United Kingdom	Ticker: LAND
	Meeting Type: Annual	
	Primary ISIN: GB00BYW0PQ60	Primary SEDOL: BYW0PQ6

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
Voter Rationale: The board chairman serves as a member of the Remuneration Committee. The board chairman serves as a member of the Nomination Committee.					
7	Re-elect Mark Allan as Director	Mgmt	For	For	For
8	Re-elect Vanessa Simms as Director	Mgmt	For	For	For

Land Securities Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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
	Meeting Type: Annual	
	Primary ISIN: GB00B1FH8J72	Primary SEDOL: B1FH8J7

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	Refer	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

Severn Trent Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Christine Hodgson as Director	Mgmt	For	For	For
Voter Rationale: The board chairman serves as a member of the Remuneration Committee. The board chairman serves as a member of the Nomination Committee.					
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
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

Constellation Brands, Inc.

Meeting Date: 07/15/2025	Country: USA	Ticker: STZ
	Meeting Type: Annual	
	Primary ISIN: US21036P1084	Primary SEDOL: 2170473

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	Abstain	Abstain
Voter Rationale: The board may wish to consider strengthening its succession planning practices and processes to ensure women are similarly considered.					
1d	Elect Director Nicholas I. Fink	Mgmt	For	For	For
1e	Elect Director William Giles	Mgmt	For	For	For
1f	Elect Director Ernesto M. Hernandez	Mgmt	For	For	For
1g	Elect Director Jose Manuel Madero Garza	Mgmt	For	For	For
1h	Elect Director Daniel J. McCarthy	Mgmt	For	For	For
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
Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.					

Industria de Diseno Textil SA

Meeting Date: 07/15/2025	Country: Spain	Ticker: ITX
	Meeting Type: Annual	
	Primary ISIN: ES0148396007	Primary SEDOL: BP9DL90

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

Industria de Diseno Textil SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
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
<i>Voter Rationale: Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards.</i>					
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For
<i>Voter Rationale: Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards.</i>					
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
10	Receive Amendments to Board of Directors Regulations	Mgmt			

SSE Plc

Meeting Date: 07/17/2025

Country: United Kingdom

Ticker: SSE

Meeting Type: Annual

Primary ISIN: GB0007908733

Primary SEDOL: 0790873

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	Refer	For
4	Amend Performance Share Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect Lady Elish Angiolini as Director	Mgmt	For	For	For
7	Re-elect John Bason as Director	Mgmt	For	For	For
8	Re-elect Tony Cocker as Director	Mgmt	For	For	For
9	Re-elect Debbie Crosbie as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Remuneration Committee. The board chairman serves as a member of the Nomination Committee.</i>					
11	Elect Hixonia Nyasulu as Director	Mgmt	For	For	For
12	Re-elect Barry O'Regan as Director	Mgmt	For	For	For
13	Re-elect Martin Pibworth as Director	Mgmt	For	For	For
14	Re-elect Melanie Smith as Director	Mgmt	For	For	For
15	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
16	Re-elect Maarten Wetselaar as Director	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	Approve Net Zero Transition Report	Mgmt	For	Refer	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

United Utilities Group Plc

Meeting Date: 07/18/2025

Country: United Kingdom

Ticker: UU

Meeting Type: Annual

Primary ISIN: GB00B39J2M42

Primary SEDOL: B39J2M4

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

United Utilities Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
<i>Voter Rationale: The board chairman serves as a member of the Nomination Committee.</i>					
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	For	For
9	Re-elect Liam Butterworth as Director	Mgmt	For	For	For
10	Re-elect Kath Cates as Director	Mgmt	For	For	For
11	Re-elect Clare Hayward as Director	Mgmt	For	For	For
12	Re-elect Michael Lewis as Director	Mgmt	For	For	For
13	Re-elect Doug Webb as Director	Mgmt	For	For	For
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

Link Real Estate Investment Trust

Meeting Date: 07/22/2025

Country: Hong Kong

Ticker: 823

Meeting Type: Annual

Primary ISIN: HK0823032773

Primary SEDOL: B0PB4M7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Christopher John Brooke as Director	Mgmt	For	For	For
3.2	Elect Melissa Wu Mao Chin as Director	Mgmt	For	For	For
4.1	Elect Jana Andonegui Sehnalova as Director	Mgmt	For	For	For
4.2	Elect Eng-Kwok Seat Moey as Director	Mgmt	For	For	For
4.3	Elect Ann Kung Yeung Yun Chi as Director	Mgmt	For	For	For
5	Authorize Repurchase of Issued Unit Capital	Mgmt	For	For	For

Booz Allen Hamilton Holding Corporation

Meeting Date: 07/23/2025

Country: USA

Ticker: BAH

Meeting Type: Annual

Primary ISIN: US0995021062

Primary SEDOL: B5367T7

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
1c	Elect Director Michèle A. Flournoy	Mgmt	For	For	For
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	For	For
1h	Elect Director Robert C. O'Brien	Mgmt	For	For	For
1i	Elect Director Rory P. Read	Mgmt	For	For	For
1j	Elect Director Charles O. Rossotti	Mgmt	For	For	For
1k	Elect Director Horacio D. Rozanski	Mgmt	For	For	For

Booz Allen Hamilton Holding Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director William M. Thornberry	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance.</i>					
4	Report on Political Contributions and Expenditures	SH	Against	For	For
<i>Voter 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.</i>					

Halma Plc

Meeting Date: 07/24/2025	Country: United Kingdom	Ticker: HLMA
	Meeting Type: Annual	
	Primary ISIN: GB0004052071	Primary SEDOL: 0405207

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
<i>Voter Rationale: We expect executives to reach their shareholding requirement within five years.</i>					
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	For	For
<i>Voter Rationale: The board chairman serves as a member of the Remuneration Committee. The board chairman serves as a member of the Nomination Committee.</i>					
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	For	For
11	Re-elect Dharmash Mistry as Director	Mgmt	For	For	For

Halma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
13	Re-elect Liam Condon as Director	Mgmt	For	For	For
14	Re-elect Giles Kerr as Director	Mgmt	For	For	For
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
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
	Meeting Type: Annual	
	Primary ISIN: AU000000MQG1	Primary SEDOL: B28YTC2

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Jillian R Broadbent as Director	Mgmt	For	Refer	For
Voter Rationale: A vote FOR the re-election of Jillian Broadbent, Philip Coffey and Michelle Hinchliffe is warranted. * They serve as independent non-executive directors on a board that is majority independent. * No material concerns have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.					
2b	Elect Philip M Coffey as Director	Mgmt	For	For	For
2c	Elect Michelle A Hinchliffe as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Refer	Against
Voter Rationale: The remuneration report does not articulate how executives performed against historic performance targets. The board should articulate how bonus payments reflect prior year performance, as well as outlining forward-looking targets that underpin long-term incentive plans.					

Macquarie Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For
<i>Voter 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.</i>					
5b	Approve the Climate Risk Exposure and Management Disclosures	SH	Against	For	For
<i>Voter 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.</i>					

Wise Plc

Meeting Date: 07/28/2025	Country: United Kingdom	Ticker: WISE
	Meeting Type: Special	
	Primary ISIN: GB00BL9YR756	Primary SEDOL: BL9YR75

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Introduction of a New Jersey Holding Company	Mgmt	For	For	For
2	Amend Articles of Association	Mgmt	For	For	For
3	Approve Re-registration of the Company as a Private Limited Company by the Name of Wise Limited	Mgmt	For	For	For
4	Adopt New Articles of Association	Mgmt	For	For	For

Wise Plc

Meeting Date: 07/28/2025	Country: United Kingdom	Ticker: WISE
	Meeting Type: Court	
	Primary ISIN: GB00BL9YR756	Primary SEDOL: BL9YR75

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting for Holders of A Shares	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

Linde Plc

Meeting Date: 07/29/2025

Country: Ireland

Ticker: LIN

Meeting Type: Annual

Primary ISIN: IE000S9YS762

Primary SEDOL: BNZHB81

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	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
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	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
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
<i>Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
6	Report on Climate Lobbying	SH	Against	For	For
<i>Voter 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.</i>					

Samsara Inc.

Meeting Date: 07/29/2025

Country: USA

Ticker: IOT

Meeting Type: Annual

Primary ISIN: US79589L1061

Primary SEDOL: BPK3058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sanjit Biswas	Mgmt	For	Withhold	Withhold
<i>Voter Rationale: We oppose dual class structures with impaired or enhanced voting rights. The company should amend its structure to allow for equal voting rights among shareholders</i>					
1.2	Elect Director John Bicket	Mgmt	For	Withhold	Withhold
<i>Voter Rationale: We oppose dual class structures with impaired or enhanced voting rights. The company should amend its structure to allow for equal voting rights among shareholders</i>					
1.3	Elect Director Marc Andreessen	Mgmt	For	For	For
1.4	Elect Director Todd Bludorn	Mgmt	For	For	For
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	For	For
1.9	Elect Director Sue Wagner	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
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i>					

Singapore Telecommunications Limited

Meeting Date: 07/29/2025	Country: Singapore	Ticker: Z74
	Meeting Type: Annual	
	Primary ISIN: SG1T75931496	Primary SEDOL: B02PY11

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
3	Elect John Lindsay Arthur as Director	Mgmt	For	For	For
4	Elect Gail Patricia Kelly as Director	Mgmt	For	For	For

Singapore Telecommunications Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Yong Hsin Yue as Director	Mgmt	For	For	For
6	Approve Directors' Remuneration	Mgmt	For	For	For
7	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
9	Approve Grant of Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	Mgmt	For	Against	Against
<i>Voter Rationale: Long-term incentive awards should not be allowed to vest within 2 years since the date of grant. Variable remuneration and equity incentives should not be granted to non-executive directors as this may compromise their independence and ability to hold management accountable.</i>					
10	Authorize Share Repurchase Program	Mgmt	For	For	For

Vodafone Group Plc

Meeting Date: 07/29/2025

Country: United Kingdom

Ticker: VOD

Meeting Type: Annual

Primary ISIN: GB00BH4HKS39

Primary SEDOL: BH4HKS3

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	For	For
<i>Voter Rationale: The board chairman serves as a member of the Nomination Committee.</i>					
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	For	For
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	For
9	Re-elect Delphine Ernotte Cunci as Director	Mgmt	For	For	For

Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Deborah Kerr as Director	Mgmt	For	For	For
11	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For	For
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	For	For
15	Approve Final Dividend	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
<i>Voter Rationale: We expect executives to reach their shareholding requirement within five years.</i>					
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

Meeting Type: Extraordinary Shareholders

Primary ISIN: SG1M77906915

Primary SEDOL: 6563875

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

McKesson Corporation

Meeting Date: 07/30/2025	Country: USA	Ticker: MCK
	Meeting Type: Annual	
	Primary ISIN: US58155Q1031	Primary SEDOL: 2378534

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
1l	Elect Director Kathleen Wilson-Thompson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance.</i>					

Charter Communications, Inc.

Meeting Date: 07/31/2025	Country: USA	Ticker: CHTR
	Meeting Type: Special	
	Primary ISIN: US16119P1084	Primary SEDOL: BZ6VT82

Charter Communications, Inc.

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

monday.com Ltd.

Meeting Date: 07/31/2025

Country: Israel

Ticker: MNDY

Meeting Type: Annual

Primary ISIN: IL0011762130

Primary SEDOL: BMHRYX8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a.	Reelect Roy Mann as Director	Mgmt	For	For	For
1b.	Reelect Gili Iohan as Director	Mgmt	For	For	For
1c.	Reelect Ronen Faier as Director	Mgmt	For	For	For
2	Reappoint Brightman Almagor Zohar & Co., a member firm of Deloitte Touche Tohmatsu Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.

STERIS plc

Meeting Date: 07/31/2025

Country: Ireland

Ticker: STE

Meeting Type: Annual

Primary ISIN: IE00BFY8C754

Primary SEDOL: BFY8C75

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Esther M. Alegria	Mgmt	For	For	For
1b	Elect Director Richard C. Breeden	Mgmt	For	For	For
1c	Elect Director Daniel A. Carestio	Mgmt	For	For	For
1d	Elect Director Cynthia L. Feldmann	Mgmt	For	Abstain	Abstain
<i>Voter Rationale: The board may wish to consider strengthening its succession planning practices and processes to ensure women are similarly considered.</i>					
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	For	For
1j	Elect Director Richard M. Steeves *Withdrawn Resolution*	Mgmt			
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
4	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Relative financial metrics are not present in the long-term incentive structure. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance.</i>					
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

Banco de Sabadell SA

Meeting Date: 08/05/2025	Country: Spain	Ticker: SAB
	Meeting Type: Extraordinary Shareholders	
	Primary ISIN: ES0113860A34	Primary SEDOL: B1X8QN2

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
	Meeting Type: Extraordinary Shareholders	
	Primary ISIN: ES0113860A34	Primary SEDOL: B1X8QN2

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

Azrieli Group Ltd.

Meeting Date: 08/07/2025	Country: Israel	Ticker: AZRG
	Meeting Type: Annual/Special	
	Primary ISIN: IL0011194789	Primary SEDOL: B5MN1W0

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	For
2	Reelect Joseph Shachak as External Director	Mgmt	For	Against	Against
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than two external directorships to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
3	Reelect Varda Levy as External Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Reelect Danna Azrieli Hakim as Director	Mgmt	For	For	For
<i>Voter Rationale: The company should move towards a three-committee structure (audit, remuneration and nomination) in line with regional best practice, with independent board committees that report annually on their activities. We hold this nominee responsible for the lack of key committee(s). The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i>					
4.2	Reelect Sharon Rachele Azrieli as Director	Mgmt	For	For	For
4.3	Reelect Naomi Sara Azrieli as Director	Mgmt	For	For	For
4.4	Reelect Menachem Einan as Director	Mgmt	For	Against	Against
<i>Voter Rationale: The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness.</i>					
4.5	Reelect Dan Yitzhak Gillerman as Director	Mgmt	For	For	For
4.6	Reelect Ariel Kor as Director	Mgmt	For	For	For
4.7	Reelect Irit Sekler-Pilosof as Director	Mgmt	For	Against	Against
<i>Voter Rationale: The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness.</i>					
4.8	Reelect Nechemia Jacob Peres as Director	Mgmt	For	For	For
5	Reappoint Deloitte Brightman, Almagor, Zohar & Co. as Auditors	Mgmt	For	Against	Against
<i>Voter Rationale: Fees paid to the auditor should be disclosed and specify any non-audit work undertaken by the auditor.</i>					
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	Against	Against
	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	Against	Against
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	Against	Against

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	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 08/11/2025	Country: Israel	Ticker: MZTF
	Meeting Type: Special	
	Primary ISIN: IL0006954379	Primary SEDOL: 6916703

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Reelect Joseph Fellus as External Director	Mgmt	For	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	Against	Against
	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	Against	Against
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	Against	Against
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	For	For

Meeting Date: 08/13/2025

Country: Canada

Ticker: CAE

Meeting Type: Annual/Special

Primary ISIN: CA1247651088

Primary SEDOL: 2162760

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 Sophie Brochu	Mgmt	For	For	For
1.3	Elect Director Matthew Bromberg	Mgmt	For	For	For
1.4	Elect Director Patrick Decostre	Mgmt	For	For	For
1.5	Elect Director Elise Eberwein	Mgmt	For	For	For
1.6	Elect Director Ian L. Edwards	Mgmt	For	For	For
1.7	Elect Director Marianne Harrison	Mgmt	For	For	For
1.8	Elect Director Peter Lee	Mgmt	For	For	For
1.9	Elect Director Katherine A. Lehman	Mgmt	For	For	For
1.10	Elect Director Mary Lou Maher	Mgmt	For	For	For
1.11	Elect Director Calin Rovinescu	Mgmt	For	For	For
1.12	Elect Director Patrick M. Shanahan	Mgmt	For	For	For
1.13	Elect Director Louis Tetu	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
<i>Voter Rationale: Relative financial metrics are not present in the long-term incentive structure. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.</i>					
4	Amend Bylaws	Mgmt	For	For	For

The J. M. Smucker Company

Meeting Date: 08/13/2025

Country: USA

Ticker: SJM

Meeting Type: Annual

Primary ISIN: US8326964058

Primary SEDOL: 2951452

The J. M. Smucker Company

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
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. Relative financial metrics are not present in the long-term incentive structure.</i>					

Electronic Arts Inc.

Meeting Date: 08/14/2025	Country: USA	Ticker: EA
	Meeting Type: Annual	
	Primary ISIN: US2855121099	Primary SEDOL: 2310194

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	For	For
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

Electronic Arts Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Luis A. Ubiñas	Mgmt	For	For	For
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
Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance.					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.					

Pandora AS

Meeting Date: 08/14/2025	Country: Denmark	Ticker: PNDORA
Meeting Type: Extraordinary Shareholders		
Primary ISIN: DK0060252690		Primary SEDOL: B44XTX8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Lars Sandahl Sorensen 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

Microchip Technology Incorporated

Meeting Date: 08/19/2025	Country: USA	Ticker: MCHP
Meeting Type: Annual		
Primary ISIN: US5950171042		Primary SEDOL: 2592174

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ellen L. Barker	Mgmt	For	For	For
1b	Elect Director Rick Cassidy	Mgmt	For	For	For
1c	Elect Director Matthew W. Chapman	Mgmt	For	For	For

Microchip Technology Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. Relative financial metrics are not present in the long-term incentive structure. Former CEO Moorthy was provided accelerated equity vesting upon his retirement, again without a clear rationale disclosed. Retention or recruitment awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i>					

Dynatrace, Inc.

Meeting Date: 08/20/2025	Country: USA	Ticker: DT
	Meeting Type: Annual	
	Primary ISIN: US2681501092	Primary SEDOL: BJV2RD9

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	For	For
<i>Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.</i>					
1c	Elect Director Steve Rowland	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
<i>Voter Rationale: Long-term incentive awards should not be allowed to vest within 3 years since the date of grant. The remuneration committee should not allow vesting of incentive awards for substantially below median performance. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i>					

Meeting Date: 08/20/2025

Country: Netherlands

Ticker: PRX

Meeting Type: Annual

Primary ISIN: NL0013654783

Primary SEDOL: BJDS7L3

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
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs. Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.</i>					
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
7.	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.</i>					
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
<i>Voter Rationale: We oppose dual class structures with impaired or enhanced voting rights. The company should amend its structure to allow for equal voting rights among shareholders. In recent years, this is not the first time that we have been unable to support a pay related proposal at the company. Due to ongoing concerns regarding decisions taken by the remuneration committee chair, we are not inclined to support their re-election to the board.</i>					
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
<i>Voter Rationale: We oppose dual class structures with impaired or enhanced voting rights. The company should amend its structure to allow for equal voting rights among shareholders. The audit committee should be fully independent and this directors membership could hamper the committees impartiality and effectiveness.</i>					

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
<i>Voter Rationale: Any share repurchase request in excess of 10% should be undertaken in exceptional circumstances only and be fully justified by the company.</i>					
16.	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
17.	Discuss Voting Results	Mgmt			
18.	Close Meeting	Mgmt			

Bank Hapoalim BM

Meeting Date: 08/21/2025	Country: Israel	Ticker: POLI
	Meeting Type: Annual	
	Primary ISIN: IL0006625771	Primary SEDOL: 6075808

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Somekh Chaikin (KPMG) and Ziv Haft (BDO) as Joint Auditors	Mgmt	For	Against	Against
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
	OUT OF TWO CANDIDATES ONE WILL BE ELECTED AS EXTERNAL DIRECTORS AS DEFINED IN DIRECTIVE 301 OF THE PROPER CONDUCT OF BANKING BUSINESS REGULATION	Mgmt			
3	Reelect Noam Hanegbi as External Director as Defined in Directive 301	Mgmt	For	For	For
4	Elect Saul Gelbard as External Director as Defined in Directive 301	Mgmt	For	Abstain	Abstain
<i>Voter Rationale: Considering that only one director may be elected to serve on the board, and without providing a negative assessment of the candidate's skills and qualifications, or his ability to effectively serve as a director, a vote ABSTAIN the election of Saul Gelbard (item 4) is warranted.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	OUT OF TWO CANDIDATES, ONE WILL BE ELECTED AS EXTERNAL DIRECTOR	Mgmt			
5	Reelect David Avner as External Director	Mgmt	For	For	For
6	Elect Claudio Yarza as External Director	Mgmt	For	Abstain	Abstain
<i>Voter Rationale: Considering that only one candidate may be elected to serve on the board, and without providing a negative assessment of the candidate's skills and qualifications, or his ability to effectively serve as a director, a vote ABSTAIN the election of Claudio Yarza (item 6) is warranted.</i>					
	OUT OF THREE CANDIDATES, TWO WILL BE ELECTED AS DIRECTORS	Mgmt			
7	Reelect Odelia Levanon as Director	Mgmt	For	For	For
8	Reelect David Zvilichovsky as Director	Mgmt	For	For	For
9	Elect Amira Sharon as Director	Mgmt	For	Abstain	Abstain
<i>Voter Rationale: Considering that only two directors may be elected to serve on the board, and without providing a negative assessment of the candidate's skills and qualifications, or her ability to effectively serve as a director, a vote ABSTAIN the election of Amira Sharon (item 9) is warranted.</i>					
10	Approve Employment Terms of Noam Hanegbi, Chairman	Mgmt	For	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	Against	Against
	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	Against	Against
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	Against	Against
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	For	For

Fisher & Paykel Healthcare Corporation Limited

Meeting Date: 08/21/2025

Country: New Zealand

Ticker: FPH

Meeting Type: Annual

Primary ISIN: NZFAPE0001S2

Primary SEDOL: 6340250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Neville Mitchell as Director	Mgmt	For	For	For
2	Elect Lewis Gradon as Director	Mgmt	For	For	For
3	Elect Lisa McIntyre as Director	Mgmt	For	For	For
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

Voter Rationale: The long-term incentive plan is linked to a single performance target. Companies should base vesting levels on multiple performance criteria that reflect both absolute and relative financial metrics rather than a single performance criterion, and should stagger vesting to reward progressively better performance.

Mediobanca Banca di Credito Finanziario SpA

Meeting Date: 08/21/2025

Country: Italy

Ticker: MB

Meeting Type: Ordinary Shareholders

Primary ISIN: IT00000062957

Primary SEDOL: 4574813

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

Xero Limited

Meeting Date: 08/21/2025

Country: New Zealand

Ticker: XRO

Meeting Type: Annual

Primary ISIN: NZXROE0001S2

Primary SEDOL: B8P4LP4

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	For	For
3	Elect Susan Peterson as Director	Mgmt	For	Against	Against
<p><i>Voter Rationale: In recent years, this is not the first time that we have been unable to support a pay related proposal at the company. Due to ongoing concerns regarding decisions taken by the remuneration committee chair, we are not inclined to support their re-election to the board. Companies that received high levels of dissent on remuneration-related proposals should engage with their key shareholders to understand the rationale for opposition and explain in the next annual report how the company intends to address shareholder concerns.</i></p>					
4	Elect David Thodey as Director	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	None	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. Long-term incentive awards should not be allowed to vest within 3 years since the date of grant. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs. Any increase in the size of awards under the short-term/long-term incentive scheme(s) should be accompanied by a corresponding increase in performance expectations.</i></p>					

Addtech AB

Meeting Date: 08/27/2025	Country: Sweden	Ticker: ADDT.B
	Meeting Type: Annual	
	Primary ISIN: SE0014781795	Primary SEDOL: BLN8T44

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 President's Report	Mgmt			
9.a)1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.a)2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b)	Approve Allocation of Income and Dividends of SEK 3.20 Per Share	Mgmt	For	For	For
9.c)1	Approve Discharge of Henrik Hedelius	Mgmt	For	For	For
9.c)2	Approve Discharge of Ulf Mattsson	Mgmt	For	For	For
9.c)3	Approve Discharge of Malin Nordesjo	Mgmt	For	For	For
9.c)4	Approve Discharge of Niklas Stenberg	Mgmt	For	For	For
9.c)5	Approve Discharge of Annikki Schaeferdiek	Mgmt	For	For	For
9.c)6	Approve Discharge of Fredrik Borjesson	Mgmt	For	For	For
9.c)7	Approve Discharge of CEO Niklas Stenberg	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
12.1	Approve Remuneration of Directors in the Amount of SEK 1.7 Million for Chair and SEK 625,000 for Other Directors	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Henrik Hedelius as Director	Mgmt	For	Against	Against
<p><i>Voter Rationale: For widely held companies, the board should include at least 50% independent non-executive directors to ensure appropriate balance of independence and objectivity. We voted against because we do not consider this director independent and yet sits on the audit committee. The audit committee should be fully independent from the company and majority independent from its major shareholder(s) and this directors membership could hamper the committees impartiality and effectiveness. The remuneration committee should be fully independent from the company and majority independent from its major shareholder(s) and this directors membership could hamper the committees impartiality and effectiveness.</i></p>					
13.2	Reelect Ulf Mattsson as Director	Mgmt	For	Against	Against
<p><i>Voter Rationale: For widely held companies, the board should include at least 50% independent non-executive directors to ensure appropriate balance of independence and objectivity. We voted against because we do not consider this director independent and yet sits on the audit committee. The audit committee should be fully independent from the company and majority independent from its major shareholder(s) and this directors membership could hamper the committees impartiality and effectiveness.</i></p>					
13.3	Reelect Malin Nordesjo as Director	Mgmt	For	Against	Against
<p><i>Voter Rationale: We voted against because we do not consider this director independent and yet sits on the audit committee. The audit committee should be fully independent from the company and majority independent from its major shareholder(s) and this directors membership could hamper the committees impartiality and effectiveness. The remuneration committee should be fully independent from the company and majority independent from its major shareholder(s) and this directors membership could hamper the committees impartiality and effectiveness.</i></p>					

Addtech AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.4	Reelect Annikki Schaeferdiek as Director	Mgmt	For	For	For
13.5	Reelect Niklas Stenberg as Director	Mgmt	For	For	For
13.6	Reelect Fredrik Borjesson as New Director	Mgmt	For	Against	Against
<p><i>Voter Rationale: For widely held companies, the board should include at least 50% independent non-executive directors to ensure appropriate balance of independence and objectivity. We voted against because we do not consider this director independent and yet sits on the audit committee. The audit committee should be fully independent from the company and majority independent from its major shareholder(s) and this directors membership could hamper the committees impartiality and effectiveness. The board may wish to consider strengthening its succession planning practices and processes to ensure women are similarly considered.</i></p>					
13.7	Reelect Malin Nordesjo as Board Chair	Mgmt	For	Against	Against
<p><i>Voter Rationale: We voted against because we do not consider this director independent and yet sits on the audit committee. The audit committee should be fully independent from the company and majority independent from its major shareholder(s) and this directors membership could hamper the committees impartiality and effectiveness. The remuneration committee should be fully independent from the company and majority independent from its major shareholder(s) and this directors membership could hamper the committees impartiality and effectiveness. The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i></p>					
14	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance.</i></p>					
16	Approve Share-Based Incentive Plan for Key Employees; Approve Call Options for Participants	Mgmt	For	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Approve Creation of 5 Percent of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Ashtead Group Plc

Meeting Date: 09/02/2025

Country: United Kingdom

Ticker: AHT

Meeting Type: Annual

Primary ISIN: GB0000536739

Primary SEDOL: 0053673

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	For

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paul Walker as Director	Mgmt	For	Against	For
5	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
6	Re-elect Angus Cockburn as Director	Mgmt	For	Against	For
7	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
8	Re-elect Renata Ribeiro as Director	Mgmt	For	For	For
9	Re-elect Roy Twite as Director	Mgmt	For	For	For
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

Check Point Software Technologies Ltd.

Meeting Date: 09/03/2025

Country: Israel

Ticker: CHKP

Meeting Type: Annual

Primary ISIN: IL0010824113

Primary SEDOL: 2181334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Gil Shwed as Director	Mgmt	For	For	For

Check Point Software Technologies Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
<p><i>Voter Rationale: The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i></p>					
1b	Reelect Nadav Zafrir as Director	Mgmt	For	For	For
1c	Reelect Tzipi Ozer-Armon as Director	Mgmt	For	For	For
1d	Reelect Tal Shavit as Director	Mgmt	For	Against	For
<p><i>Voter Rationale: .</i></p>					
1e	Reelect Jill D. Smith as Director	Mgmt	For	For	For
1f	Reelect Jerry Ungerman as Director	Mgmt	For	Against	For
<p><i>Voter Rationale: .</i></p>					
2	Ratify Appointment of Kost, Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against
<p><i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i></p>					
3	Approve Compensation of Nadav Zafrir, CEO	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. Long-term incentive awards should not be allowed to vest within 3 years since the date of grant. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.</i></p>					
4	Approve Compensation of Gil Shwed, Chairman	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. Long-term incentive awards should not be allowed to vest within 3 years since the date of grant. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.</i></p>					
5	Readopt Executive Compensation Policy	Mgmt	For	For	For
6	Amend Employee Stock Purchase Plan	Mgmt	For	For	For

Orsted A/S

Meeting Date: 09/05/2025

Country: Denmark

Ticker: ORSTED

Meeting Type: Extraordinary Shareholders

Primary ISIN: DK0060094928

Primary SEDOL: BYT16L4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.(a)	Approve Creation of up to DKK 60 Billion Pool of Capital with Preemptive Rights	Mgmt	For	For	For
1.(b)	Repeal Authorization Regarding Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
2	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Deckers Outdoor Corporation

Meeting Date: 09/08/2025	Country: USA	Ticker: DECK
	Meeting Type: Annual	
	Primary ISIN: US2435371073	Primary SEDOL: 2267278

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
<i>Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.</i>					
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
<i>Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.</i>					
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
Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. Long-term incentive awards should not be allowed to vest within 3 years since the date of grant. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.					

Kering SA

Meeting Date: 09/09/2025	Country: France	Ticker: KER
Meeting Type: Extraordinary Shareholders		
Primary ISIN: FR0000121485		Primary SEDOL: 5505072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Approve Remuneration Policy of CEO for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	Refer	For
2	Approve Remuneration Policy of Chairman of the Board for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	Refer	Against
Voter Rationale: A vote AGAINST the remuneration policy applicable to the non-executive chairman is warranted because: * Ongoing LTIPs would not be prorated to the chairman's effective time as executive of the company.					
3	Approve Remuneration Policy of Directors for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Luca de Meo as Director for a Term that Differs from the 4 Year Term Specified in Article 10	Mgmt	For	For	For
5	Amend Articles 12 and 15 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	For	For	For
6	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Logitech International S.A.

Meeting Date: 09/09/2025	Country: Switzerland	Ticker: LOGN
	Meeting Type: Annual	
	Primary ISIN: CH0025751329	Primary SEDOL: B18ZRK2

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Do Not Vote
3	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
4	Approve Non-Financial Report	Mgmt	For	For	Do Not Vote
5	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For	For	Do Not Vote
6	Amend Articles Re: Renewal of the Capital Band	Mgmt	For	For	Do Not Vote
7	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote
	Elections to the Board of Directors	Mgmt			
8.A	Elect Director Donald Allan	Mgmt	For	For	Do Not Vote
8.B	Elect Director Edouard Bugnion	Mgmt	For	For	Do Not Vote
8.C	Elect Director Johanna Hanneke Faber	Mgmt	For	For	Do Not Vote
8.D	Elect Director Guy Gecht	Mgmt	For	For	Do Not Vote

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.E	Elect Director Christopher Jones	Mgmt	For	For	Do Not Vote
8.F	Elect Director Marjorie Lao	Mgmt	For	For	Do Not Vote
8.G	Elect Director Owen Mahoney	Mgmt	For	For	Do Not Vote
8.H	Elect Director Neela Montgomery	Mgmt	For	For	Do Not Vote
8.I	Elect Director Kwok Wang Ng	Mgmt	For	For	Do Not Vote
8.J	Elect Director Deborah Thomas	Mgmt	For	For	Do Not Vote
8.K	Elect Director Sascha Zahnd	Mgmt	For	For	Do Not Vote
9	Elect Guy Gecht as Board Chair	Mgmt	For	For	Do Not Vote
	Elections to the Compensation Committee	Mgmt			
10.A	Appoint Donald Allan as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
10.B	Appoint Kwok Wang Ng as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
10.C	Appoint Neela Montgomery as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
10.D	Appoint Deborah Thomas as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
11	Approve Remuneration of Directors in the Amount of CHF 3,900,000	Mgmt	For	For	Do Not Vote
12	Approve Remuneration of Executive Committee in the Amount of USD 28,302,000	Mgmt	For	For	Do Not Vote
13	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2026	Mgmt	For	For	Do Not Vote
14	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Proxy	Mgmt	For	For	Do Not Vote

NIKE, Inc.

Meeting Date: 09/09/2025

Country: USA

Ticker: NKE

Meeting Type: Annual

Primary ISIN: US6541061031

Primary SEDOL: 2640147

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	For	For
1c	Elect Director Robert Swan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.					
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.					

Meeting Date: 09/10/2025	Country: USA	Ticker: NTAP
	Meeting Type: Annual	
	Primary ISIN: US64110D1046	Primary SEDOL: 2630643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director T. Michael Nevens	Mgmt	For	For	For
1b	Elect Director Deepak Ahuja	Mgmt	For	For	For
1c	Elect Director Anders Gustafsson	Mgmt	For	For	For
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
1g	Elect Director Carrie Palin	Mgmt	For	For	For
1h	Elect Director Frank Pelzer	Mgmt	For	For	For
1i	Elect Director June Yang	Mgmt	For	For	For

NetApp, 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	For
Voter Rationale: .					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.					
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
Voter Rationale: .					
6	Amend Right to Call Special Meeting	SH	Against	Against	Against
Voter Rationale: A one-year holding period is a reasonable request and safeguards the interests of long-term shareholders.					

ABN AMRO Bank NV

Meeting Date: 09/11/2025	Country: Netherlands	Ticker: ABN
Meeting Type: Extraordinary Shareholders		
Primary ISIN: NL0011540547		Primary SEDOL: BYQP136

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			

Bank Leumi Le-Israel B.M.

Meeting Date: 09/15/2025	Country: Israel	Ticker: LUMI
Meeting Type: Annual/Special		
Primary ISIN: IL0006046119		Primary SEDOL: 6076425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Somekh Chaikin (KPMG) and Brightman Almagor Zohar and Co. (Deloitte) as Joint Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against
<p><i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i></p>					
	Regarding Items 3-7: Elect Three Directors Out of a Pool of Five Nominees (One External Director and Two Directors in "Other" Status	Mgmt			
3	Elect Eyal Yaniv as External Director	Mgmt	For	Abstain	Abstain
<p><i>Voter Rationale: Considering that only one external director may be elected to serve on the board, and without providing a negative assessment of the candidate's skills and qualifications, or his ability to effectively serve as a director, this nominee cannot be supported.</i></p>					
4	Elect Zvika Naggan as External Director	Mgmt	For	For	For
5	Elect Anat Peled as Other Director	Mgmt	For	Abstain	Abstain
<p><i>Voter Rationale: Considering that only two directors may be elected to serve on the board, and without providing a negative assessment of the candidate's skills and qualifications, or her ability to effectively serve as a director, this nominee cannot be supported</i></p>					
6	Elect Irit Shlomi as Other Director	Mgmt	For	For	For
7	Elect Naomi Shpirer Belfer as Other Director	Mgmt	For	For	For
8	Approve Updated Compensation Policy for the Directors and Officers of the Company	Mgmt	For	Against	Against
<p><i>Voter Rationale: Long-term incentive awards should not be allowed to vest within 3 years since the date of grant.</i></p>					
9	Approve Grant of Options to Friedman Hanan Shmuel, CEO	Mgmt	For	Against	Against
<p><i>Voter Rationale: Long-term incentive awards should not be allowed to vest within 3 years since the date of grant.</i></p>					
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	Against	Against

Bank Leumi Le-Israel B.M.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	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	Against	Against
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	Against	Against
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	For	For

Israel Discount Bank Ltd.

Meeting Date: 09/15/2025	Country: Israel	Ticker: DSCT
	Meeting Type: Annual	
	Primary ISIN: IL0006912120	Primary SEDOL: 6451271

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Report on Fees Paid to the Auditors	Mgmt			
	OUT OF TWO CANDIDATES ONE WILL BE ELECTED AS EXTERNAL DIRECTOR AS DEFINED IN COMPANIES LAW	Mgmt			
3.1	Elect Gur Nabel as External Director	Mgmt	For	Abstain	Abstain
Voter Rationale: Considering that only one candidate may be elected to serve on the board, and without providing a negative assessment of the candidate's skills and qualifications, or his ability to effectively serve as a director, a vote ABSTAIN the election of Gur Nabel (item 3.1) is warranted.					
3.2	Elect Michal Arlosoroff as External Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	OUT OF TWO CANDIDATES ONE WILL BE ELECTED/REELECTED AS DIRECTOR AS DEFINED IN DIRECTIVE 301 OF THE PROPER CONDUCT OF BANKING BUSINESS REGULATION	Mgmt			
4.1	Reelect Danny Yamin as Director	Mgmt	For	For	For
4.2	Elect Esti Peshin as Director	Mgmt	For	Abstain	Abstain
<i>Voter Rationale: Considering that only one candidate may be elected to serve on the board, and without providing a negative assessment of the candidate's skills and qualifications, her ability to effectively serve as a director, a vote ABSTAIN the election of Esti Peshin (item 4.2) is warranted.</i>					
5	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	Against	Against
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Long-term incentive awards should not be allowed to vest within 3 years since the date of grant.</i>					
6	Approve Grant of Options to Avraham Levi, CEO	Mgmt	For	Against	Against
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Long-term incentive awards should not be allowed to vest within 3 years since the date of grant.</i>					
7	Approve Directors Option Plan	Mgmt	For	Against	Against
<i>Voter Rationale: Share options should not be granted to non-executive directors as this may compromise their independence and ability to hold management accountable.</i>					
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	Against	Against
	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	Against	Against
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	Against	Against

Israel Discount Bank 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	For	For

Contact Energy Ltd

Meeting Date: 09/16/2025	Country: New Zealand	Ticker: CEN
	Meeting Type: Annual	
	Primary ISIN: NZCENE0001S6	Primary SEDOL: 6152529

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Deion Campbell as Director	Mgmt	For	For	For
2	Approve Increase in Maximum Aggregate Annual Remuneration Payable by Contact to Directors	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For

The Trade Desk, Inc.

Meeting Date: 09/16/2025	Country: USA	Ticker: TTD
	Meeting Type: Special	
	Primary ISIN: US88339J1051	Primary SEDOL: BD8FDD1

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
Voter Rationale: Changes in company's articles or by-laws should not erode shareholder rights.					
2	Adjourn Meeting	Mgmt	For	Against	Against
Voter Rationale: Changes in company's articles or by-laws should not erode shareholder rights.					

Conagra Brands, Inc.

Meeting Date: 09/17/2025

Country: USA

Ticker: CAG

Meeting Type: Annual

Primary ISIN: US2058871029

Primary SEDOL: 2215460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anil Arora	Mgmt	For	For	For
1b	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
1c	Elect Director Emanuel "Manny" Chirico	Mgmt	For	For	For
1d	Elect Director Sean M. Connolly	Mgmt	For	For	For
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	For	For
1h	Elect Director Melissa Lora	Mgmt	For	For	For
1i	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1j	Elect Director Denise A. Paulonis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Voter Rationale: At this time, CEO pay relative to peer performance is misaligned.					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.					

Darden Restaurants, Inc.

Meeting Date: 09/17/2025

Country: USA

Ticker: DRI

Meeting Type: Annual

Primary ISIN: US2371941053

Primary SEDOL: 2289874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Margaret Shan Atkins	Mgmt	For	For	For
1.2	Elect Director Ricardo (Rick) Cardenas	Mgmt	For	For	For
1.3	Elect Director Juliana L. Chugg	Mgmt	For	For	For
1.4	Elect Director James P. Fogarty	Mgmt	For	For	For

Darden Restaurants, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Cynthia T. Jamison	Mgmt	For	For	For
1.6	Elect Director Daryl A. Kenningham	Mgmt	For	For	For
1.7	Elect Director William S. Simon	Mgmt	For	For	For
1.8	Elect Director Charles M. Sonsteby	Mgmt	For	For	For
1.9	Elect Director Timothy J. Wilmott	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i></p>					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
<p><i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i></p>					
4	Disclose GHG Emissions Reductions Targets	SH	Against	For	For
<p><i>Voter Rationale: We are supportive of requests to enhance disclosure and transparency concerning climate risk so long as the resolution does not directly circumvent management discretion or seek to entirely redefine the company's existing business strategy. To meet the ambition of the Paris Agreement and avoid massive risk to shareholder value, corporations should demonstrate the nexus between their climate aspirations and business strategy via disclosure of credible Paris- or 1.5 degree-aligned emissions reduction targets. Current disclosure does not sufficiently provide investors such information.</i></p>					

Take-Two Interactive Software, Inc.

Meeting Date: 09/18/2025

Country: USA

Ticker: TTWO

Meeting Type: Annual

Primary ISIN: US8740541094

Primary SEDOL: 2122117

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	For	For
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

Take-Two Interactive Software, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Roland Hernandez	Mgmt	For	For	For
1i	Elect Director William "Bing" Gordon	Mgmt	For	For	For
1j	Elect Director Ellen Siminoff	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i>					
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i>					
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					

Azrieli Group Ltd.

Meeting Date: 09/21/2025

Country: Israel

Ticker: AZRG

Meeting Type: Special

Primary ISIN: IL0011194789

Primary SEDOL: B5MN1W0

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	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	Against	Against

Azrieli Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	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	Against	Against
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	Against	Against
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	For	For

Suncorp Group Limited

Meeting Date: 09/25/2025	Country: Australia	Ticker: SUN
	Meeting Type: Annual	
	Primary ISIN: AU000000SUN6	Primary SEDOL: 6585084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
	<i>Voter Rationale: The remuneration report does not articulate how executives performed against historic performance targets. The board should articulate how bonus payments reflect prior year performance, as well as outlining forward-looking targets that underpin long-term incentive plans.</i>				
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	For	For
3c	Elect Sally Herman as Director	Mgmt	For	For	For

Wise Plc

Meeting Date: 09/25/2025	Country: United Kingdom	Ticker: WISE
	Meeting Type: Annual	
	Primary ISIN: GB00BL9YR756	Primary SEDOL: BL9YR75

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
<i>Voter Rationale: Long-term incentive awards should not be allowed to vest within 3 years since the date of grant. Equity awards to executives should be linked to stretching performance targets rather than time-based vesting requirements.</i>					
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Elect Emmanuel Thomassin as Director	Mgmt	For	For	For
6	Re-elect David Wells as Director	Mgmt	For	Against	Against
<i>Voter Rationale: An executive sits on the Audit Committee, which we expect to be fully independent, as non-independent directors could hamper the committees impartiality and effectiveness. We are holding this director accountable. The board chairman serves as a member of the Nomination Committee.</i>					
7	Re-elect Kristo Kaarmann as Director	Mgmt	For	For	For
8	Re-elect Elizabeth Chambers as Director	Mgmt	For	Against	Against
<i>Voter Rationale: In recent years, this is not the first time that we have been unable to support a pay related proposal at the company. Due to ongoing concerns regarding decisions taken by the remuneration committee chair, we are not inclined to support their re-election to the board.</i>					
9	Re-elect Terri Duhon as Director	Mgmt	For	For	For
10	Re-elect Clare Gilmartin as Director	Mgmt	For	For	For
11	Re-elect Alastair Rampell as Director	Mgmt	For	For	For
12	Re-elect Hooi Ling Tan as Director	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 A Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Lasertec Corp.

Meeting Date: 09/26/2025

Country: Japan

Ticker: 6920

Meeting Type: Annual

Primary ISIN: JP3979200007

Primary SEDOL: 6506267

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

Meeting Type: Annual

Primary ISIN: JP3639650005

Primary SEDOL: 6269861

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	Against	Against
<i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity. The board may wish to consider strengthening its succession planning practices and processes to ensure women are similarly considered.</i>					
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

Pan Pacific International Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director Ninomiya, Hitomi	Mgmt	For	For	For
2.7	Elect Director Kubo, Isao	Mgmt	For	Against	Against
Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.					
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

FedEx Corporation

Meeting Date: 09/29/2025	Country: USA	Ticker: FDX
Meeting Type: Annual	Primary ISIN: US31428X1063	Primary SEDOL: 2142784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Silvia Davila	Mgmt	For	For	For
1b	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1c	Elect Director Stephen E. Gorman	Mgmt	For	For	For
1d	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1e	Elect Director Amy B. Lane	Mgmt	For	For	For
1f	Elect Director R. Brad Martin	Mgmt	For	For	For
1g	Elect Director Nancy A. Norton	Mgmt	For	For	For
1h	Elect Director Frederick P. Perpall	Mgmt	For	For	For
1i	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For
1j	Elect Director Susan C. Schwab	Mgmt	For	For	For
1k	Elect Director Richard W. Smith	Mgmt	For	For	For
1l	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1m	Elect Director Paul S. Walsh	Mgmt	For	For	For

FedEx 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
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. The remuneration committee should not allow vesting of incentive awards for substantially below median performance. While pay and performance were aligned for the year in review, a problematic pay practice has been identified with respect to a former NEO's compensation arrangements for an employment separation that does not appear to be involuntary.</i>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.</i>					
5	Require Independent Board Chair	SH	Against	For	For
<i>Voter Rationale: Appointing a fully independent chairman creates a balance of power that is more conducive to long-term performance. A board headed by management cannot reasonably provide the best oversight and evaluation of management's performance.</i>					

General Mills, Inc.

Meeting Date: 09/30/2025

Country: USA

Ticker: GIS

Meeting Type: Annual

Primary ISIN: US3703341046

Primary SEDOL: 2367026

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

General Mills, 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
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance.</i>					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
4	Disclose Regenerative Agriculture Practices Within Supply Chain	SH	Against	For	For
<i>Voter 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.</i>					
5	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	SH	Against	For	For
<i>Voter Rationale: Establishing a lead independent director is a useful interim step, but the board should move toward separating the roles of Chairman and CEO and appoint a fully independent Chairman. A board headed by management cannot reasonably provide the best oversight and evaluation of managements performance.</i>					

NICE Ltd. (Israel)

Meeting Date: 09/30/2025

Country: Israel

Ticker: NICE

Meeting Type: Annual

Primary ISIN: IL0002730112

Primary SEDOL: 6647133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.A	Reelect David Kostman as Director	Mgmt	For	Against	Against
<i>Voter Rationale: For widely held companies, the board should include at least 50% independent non-executive directors to ensure appropriate balance of independence and objectivity. The nomination committee should be independent and this director's membership could hamper the committee's impartiality and effectiveness. The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i>					
1.B	Reelect Rimon Ben-Shaoul as Director	Mgmt	For	Against	Against
<i>Voter Rationale: For widely held companies, the board should include at least 50% independent non-executive directors to ensure appropriate balance of independence and objectivity. The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.C	Reelect Leo Apotheker as Director	Mgmt	For	Against	Against
<i>Voter Rationale: For widely held companies, the board should include at least 50% independent non-executive directors to ensure appropriate balance of independence and objectivity. The remuneration committee should be majority independent and this directors membership could hamper the committees impartiality and effectiveness.</i>					
1.D	Reelect Joseph (Joe) Cowan as Director	Mgmt	For	Against	Against
<i>Voter Rationale: For widely held companies, the board should include at least 50% independent non-executive directors to ensure appropriate balance of independence and objectivity. The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness.</i>					
1.E	Elect Caroline Tsay as Director	Mgmt	For	For	For
2.A	Reelect Dan Falk as External Director	Mgmt	For	Against	Against
<i>Voter Rationale: For widely held companies, the board should include at least 50% independent non-executive directors to ensure appropriate balance of independence and objectivity. The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness. The remuneration committee should be majority independent and this directors membership could hamper the committees impartiality and effectiveness. The nomination committee should be majority independent and this directors membership could hamper the committees impartiality and effectiveness.</i>					
2.B	Reelect Yocheved Dvir as External Director	Mgmt	For	Against	Against
<i>Voter Rationale: For widely held companies, the board should include at least 50% independent non-executive directors to ensure appropriate balance of independence and objectivity. The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness. The remuneration committee should be majority independent and this directors membership could hamper the committees impartiality and effectiveness.</i>					
3	Amend Articles of Association	Mgmt	For	For	For
4	Approve Employee Stock Purchase Plan	Mgmt	For	For	For
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
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	Against	Against
	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	Against	Against

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	Against	Against
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	For	For

Contact Us

Columbia Threadneedle Investments

Cannon Place
78 Cannon Street
London EC4N 6AG
Tel: +44 (0) 20 7628 8000

www.columbiathreadneedle.com

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