

Castlefield Voting History

Month to 30 April 2025



Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Approve Consolidated and Standalone Financial Statements	For	
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Approve Non-Financial Information Statement	For	
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Approve Discharge of Board	For	
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Approve Allocation of Income and Dividends	For	
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Fix Number of Directors at 15	For	
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Reelect Luis Isasi Fernandez de Bobadilla as Director	Against	Non-independent director sitting on committees.
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Reelect Hector Blas Grisi Checa as Director	For	
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Reelect Glenn Hogan Hutchins as Director	For	
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Reelect Pamela Ann Walkden as Director	Against	Concerns regarding the expansion of fossil fuel funding during the year under review. Pamela is the only member of the sustainability committee up for re-election at this AGM so displaying out dissatisfaction here.
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Reelect Ana Botin-Sanz de Sautuola y O'Shea as Director	For	
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Renew Appointment of PricewaterhouseCoopers as Auditor	Against	Non-audit fees breach our voting guidelines.
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Appoint PricewaterhouseCoopers Auditores as Verifiers for Sustainability Reporting	For	

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Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Approve Remuneration Policy	Against	Remuneration breaches voting guideline limits on salary, pension and variable pay.
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Approve Remuneration of Directors	For	
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Fix Maximum Variable Compensation Ratio	Against	Remuneration breaches voting guideline limits on variable pay.
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Against	Remuneration breaches voting guideline limits on variable pay.
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Approve Buy-out Policy	For	
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Advisory Vote on Remuneration Report	Against	Remuneration breaches voting guideline limits on salary, pension and variable pay.
Banco Santander SA	ES0113900J37	Spain	03-Apr-25	Annual	Yes	Authorize Board to Ratify and Execute Approved Resolutions	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	No	Receive Report of Board		
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Approve Allocation of Income and Dividends of DKK 0.55 Per Share	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Approve Remuneration Report (Advisory Vote)	Against	Remuneration breaches voting guideline limits on salary.
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Approve Remuneration of Directors; Approve Remuneration for Committee Work	For	

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Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Reelect Anders Erik Runevad as Director	Abstain	Non-independent director chairing remuneration and nominations committees. Cannot vote against so abstaining.
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Reelect Eva Merete Sofelde Berneke as Director	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Reelect Helle Thorning-Schmidt as Director	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Reelect Henriette Hallberg Thygesen as Director	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Reelect Karl-Henrik Sundstrom as Director	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Reelect Lena Marie Olving as Director	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Elect Bruno Stephane Emmanuel Bensasson as New Director	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Elect Claudio Facchin as New Director	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Abstain	Non-audit fees breach our voting guidelines. Cannot vote against so abstaining.
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Approve Creation of DKK 20.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 20.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 20.2 Million	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Authorize Share Repurchase Program	For	

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Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	Yes	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	08-Apr-25	Annual	No	Other Business		
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Approve Remuneration Report (Non-Binding)	Against	Salary and combined variable pay breach threshold.
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Approve Sustainability Report	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Approve Allocation of Income and Dividends of CHF 2.60 per Share	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Approve Discharge of Board and Senior Management	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Approve Remuneration of Board of Directors in the Amount of CHF 4.4 Million	Against	Chairman salary breaches threshold.
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 14.9 Million for Fiscal Year 2024	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.2 Million for Fiscal Year 2025	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million for Fiscal Year 2026	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Reelect Richard Campbell-Breeden as Director	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Reelect Bruce Fletcher as Director	For	

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Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Reelect Juerg Hunziker as Director	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Reelect Kathryn Shih as Director	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Reelect Tomas Muina as Director	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Reelect Eunice Zehnder-Lai as Director	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Reelect Olga Zoutendijk as Director	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Elect Noel Quinn as Director and Board Chair	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Reappoint Bruce Fletcher as Member of the Nomination and Compensation Committee	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Ratify KPMG AG as Auditors	Against	Auditor tenure and non-audit fees breach our voting guidelines.
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Designate Marc Nater as Independent Proxy	For	
Julius Baer Gruppe AG	CH0102484968	Switzerland	10-Apr-25	Annual	Yes	Transact Other Business (Voting)	Against	Due to the content of any new voting items or counterproposals not being known prior to the AGM, there is a risk that they may not be in shareholders' interests.
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Approve Non-Financial Report	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Remuneration breaches voting guideline limits on variable pay.
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Approve Allocation of Income and Dividends of CHF 0.57 per Share and CHF 0.38 per Share from Capital Contribution Reserves	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Approve Transfer of Legal Capital Reserves and Legal Retained Earnings	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Approve Discharge of Board and Senior Management	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.2 Million	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	Against	Remuneration breaches voting guideline limits on variable pay.
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	Against	Remuneration breaches voting guideline limits on variable pay.
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Reelect Petra Rumpf as Director and Board Chair	Against	Non-independent.
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Reelect Xiaoqun Clever-Steg as Director	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Reelect Olivier Filliol as Director	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Reelect Marco Gadola as Director	Against	Non-independent.
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Reelect Stefan Meister as Director	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Reelect Thomas Straumann as Director	Against	Non-independent.

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Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Reelect Regula Wallimann as Director	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Reappoint Olivier Filliol as Member of the Human Resources and Compensation Committee	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against	Non-independent.
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Designate NEOVIUS AG as Independent Proxy	For	
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Ratify Ernst & Young AG as Auditors	Against	Non-audit fees breach our voting guidelines.
Straumann Holding AG	CH1175448666	Switzerland	10-Apr-25	Annual	Yes	Transact Other Business (Voting)	Against	Due to the content of any new voting items or counterproposals not being known prior to the AGM, there is a risk that they may not be in shareholders' interests.
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Approve Dividends	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	Against	Non-audit fees breach our voting guidelines.
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Re-elect Michel Demare as Director	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Re-elect Pascal Soriot as Director	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Re-elect Aradhana Sarin as Director	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Re-elect Philip Broadley as Director	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Re-elect Euan Ashley as Director	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Elect Birgit Conix as Director	For	

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AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Elect Rene Haas as Director	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Elect Karen Knudsen as Director	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Re-elect Diana Layfield as Director	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Re-elect Anna Manz as Director	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Re-elect Sheri McCoy as Director	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Re-elect Tony Mok as Director	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Re-elect Nazneen Rahman as Director	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Re-elect Marcus Wallenberg as Director	Abstain	Non-independent.
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Remuneration breaches voting guideline limits on salary and variable pay.
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Authorise UK Political Donations and Expenditure	Against	Voting policy recommends vote against resolutions requesting permission to make political donations.
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Authorise Issue of Equity	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
AstraZeneca PLC	GB0009895292	United Kingdom	11-Apr-25	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	

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Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Remuneration breaches voting guideline limits on variable pay.
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Approve Final Dividend	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Elect Hooman Caman Jawvi as Director	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Elect Sheena Mackay as Director	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Re-elect Sally Martin as Director	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Re-elect James Mills as Director	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Re-elect John Nicholas as Director	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Re-elect Ami Sharma as Director	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Reappoint RSM UK Audit LLP as Auditors	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Authorise Issue of Equity	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Porvair Plc	GB0006963689	United Kingdom	15-Apr-25	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
iShares II plc - iShares Core UK Gilts UCITS ETF	IE00B1FZSB30	Ireland	18-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
iShares II plc - iShares Core UK Gilts UCITS ETF	IE00B1FZSB30	Ireland	18-Apr-25	Annual	Yes	Ratify Deloitte as Auditors	For	
iShares II plc - iShares Core UK Gilts UCITS ETF	IE00B1FZSB30	Ireland	18-Apr-25	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	

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iShares II plc - iShares Core UK Gilts UCITS ETF	IE00B1FZSB30	Ireland	18-Apr-25	Annual	Yes	Re-elect Ros O'Shea as Director	For	
iShares II plc - iShares Core UK Gilts UCITS ETF	IE00B1FZSB30	Ireland	18-Apr-25	Annual	Yes	Re-elect Padraig Kenny as Director	For	
iShares II plc - iShares Core UK Gilts UCITS ETF	IE00B1FZSB30	Ireland	18-Apr-25	Annual	Yes	Re-elect Deirdre Somers as Director	For	
iShares II plc - iShares Core UK Gilts UCITS ETF	IE00B1FZSB30	Ireland	18-Apr-25	Annual	Yes	Re-elect William McKechnie as Director	For	
iShares II plc - iShares Core UK Gilts UCITS ETF	IE00B1FZSB30	Ireland	18-Apr-25	Annual	Yes	Elect Manuela Sperandeo as Director	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	No	Open Meeting		
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	No	Discuss the Company's Business, Financial Situation and ESG Sustainability		
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Remuneration breaches voting guideline limits on variable pay.
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Adopt Financial Statements and Statutory Reports	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	No	Receive Explanation on Company's Reserves and Dividend Policy		
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Approve Dividends	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Approve Discharge of Management Board	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Approve Discharge of Supervisory Board	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Approve Number of Shares for Management Board	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Amend Remuneration Policy of Executive Board	Against	Remuneration breaches voting guideline limits on variable pay.
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Amend Remuneration of Supervisory Board	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Reelect B.M. Conix to Supervisory Board	For	

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ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Elect C.E.G. van Gennip to Supervisory Board	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	No	Discuss Composition of the Supervisory Board		
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Against	Non-audit fees above voting policy threshold.
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	Yes	Authorize Cancellation of Ordinary Shares	For	
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	No	Other Business (Non-Voting)		
ASML Holding NV	NL0010273215	Netherlands	23-Apr-25	Annual	No	Close Meeting		
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Approve Remuneration Report	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Approve Dividend Policy	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Reappoint BDO LLP as Auditors	Against	Auditor tenure breaches voting policy threshold.
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Lucinda Riches as Director	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Caoimhe Giblin as Director	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Nicholas Winsor as Director	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Jim Smith as Director	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Abigail Rotheroe as Director	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Elect Taraneh Azad as Director	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Authorise Issue of Equity	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	24-Apr-25	Annual	Yes	Approve Discontinuation of Company as Closed-Ended Investment Company	Against	We are happy with the performance of the investment company and do not wish for it to close.
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Approve Final Dividend	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Reappoint PwC as Auditors	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Said Darwazah as Director	Abstain	Non independent, however is part of the founding family that own 40% of the company.
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Riad Mishlawi as Director	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Mazen Darwazah as Director	Abstain	Non independent, however is part of the founding family that own 40% of the company.

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Victoria Hull as Director	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Ali Al-Husry as Director	Abstain	Non-independent and shareholder representative. He does not sit on any committees.
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Nina Henderson as Director	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Cynthia Flowers as Director	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Douglas Hurt as Director	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Laura Balan as Director	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Deneen Vojta as Director	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Remuneration breaches voting guideline limits on maximum variable pay.
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Authorise Issue of Equity	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Approve Waiver of Rule 9 of the Takeover Code	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	24-Apr-25	Annual	Yes	Approve Waiver of Rule 9 of the Takeover Code Pursuant to the 2026 Awards Grant	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Remuneration breaches voting guideline limits on salary and maximum variable pay.
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Approve Final Dividend	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Reappoint Ernst & Young LLP as Auditors	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	Against	Non-audit fees above voting policy threshold.
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Elect Andy Halford as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Paul Walker as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Erik Engstrom as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Nick Luff as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Alistair Cox as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Re-elect June Felix as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Charlotte Hogg as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Andrew Sukawaty as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Bianca Tetteroo as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Re-elect Suzanne Wood as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Authorise Issue of Equity	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
RELX Plc	GB00B2B0DG97	United Kingdom	24-Apr-25	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Re-elect Jamie Pike as Director	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Re-elect Gavin Griggs as Director	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Re-elect Pauline Lafferty as Director	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Re-elect Matt Webb as Director	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Re-elect Andy Sng as Director	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Re-elect Amina Hamidi as Director	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Re-elect Sandra Breene as Director	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Re-elect Polly Williams as Director	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Elect Daniel Shook as Director	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	Against	Auditor tenure breaches voting policy threshold.
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Concerns regarding the relevance of certain targets and whether they are sufficiently stretching
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Approve Directors' Fees	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Authorise Issue of Equity	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
XP Power Ltd.	SG9999003735	Singapore	24-Apr-25	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	No	Presentation by CEO		
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Remuneration breaches voting guideline limits on pension and concerns regarding the disclosure of non-financial targets.
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	No	Receive Explanation on Company's Reserves and Dividend Policy		
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	Yes	Adopt Financial Statements	For	
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	Yes	Approve Dividends	For	
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	Yes	Approve Discharge of Management Board	For	
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	Yes	Approve Discharge of Supervisory Board	For	
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	Yes	Elect Zeljko Kosanovic to Management Board	For	
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	Yes	Reelect Gerard Van De Aast to Supervisory Board	For	
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	Yes	Appoint PricewaterhouseCoopers Accountants N.V. as Assurance Provider for Sustainability Reporting	For	
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	Yes	Grant Board Authority to Issue Shares	For	
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	Yes	Authorize Repurchase of Shares	For	
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	Yes	Approve Cancellation of Shares	For	
Signify NV	NL0011821392	Netherlands	25-Apr-25	Annual	No	Other Business (Non-Voting)		
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Approve Remuneration Report	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Approve Remuneration Policy	Abstain	Remuneration breaches voting guideline limits on variable pay.
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Approve Final Dividend	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Re-elect John Hennessy as Director	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Re-elect Dermot Crowley as Director	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Re-elect Elizabeth McMeikan as Director	Against	Overboarded.
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Re-elect Cathriona Hallahan as Director	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Re-elect Gervaise Slowey as Director	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Re-elect Shane Casserly as Director	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Re-elect Carol Phelan as Director	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Re-elect Jon Mortimore as Director	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Elect Des McCann as Director	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	Against	Non-audit fees above voting policy threshold.
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Authorise Issue of Equity	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Amend Long Term Incentive Plan	Abstain	Remuneration breaches voting guideline limits on variable pay.
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Authorise Re-allotment of Treasury Shares	For	
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Dalata Hotel Group Plc	IE00BJMZDW83	Ireland	30-Apr-25	Annual	Yes	Approve Amendments to the Constitution of the Company	Against	Allows virtual only meetings.
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Approve Financial Statements and Statutory Reports	For	
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Approve Allocation of Income and Dividends of EUR 3.95 per Share	For	
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Approve Auditors' Special Report on Related-Party Transactions	For	
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Approve Compensation Report of Corporate Officers	Against	Remuneration breaches voting guideline limits on salary and combined variable pay.
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Approve Compensation of Francesco Milleri, Chairman and CEO	Against	Remuneration breaches voting guideline limits on salary and combined variable pay.
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Approve Compensation of Paul du Saillant, Vice-CEO	Against	Remuneration breaches voting guideline limits on salary and combined variable pay.
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Approve Remuneration Policy of Directors	For	
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Approve Remuneration Policy of Chairman and CEO	Against	Remuneration breaches voting guideline limits on salary and combined variable pay.
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Approve Remuneration Policy of Vice-CEO	Against	Remuneration breaches voting guideline limits on salary and combined variable pay.
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Renew Appointment of Forvis Mazars as Auditor	Against	Auditor tenure and non-audit fees above voting policy threshold.
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Appoint Ernst & Young Audit as Auditor	For	
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Amend Article 22 of Bylaws Re: Alternate Auditors	For	
EssilorLuxottica SA	FR0000121667	France	30-Apr-25	Annual/Special	Yes	Authorize Filing of Required Documents/Other Formalities	For	
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)		
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	Yes	Approve Allocation of Income and Dividends of EUR 1.15 per Share	For	
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Remuneration breaches voting guideline limits on salary and combined variable pay.
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	Yes	Approve Discharge of Management Board for Fiscal Year 2024	For	
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	Yes	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	For	
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	Yes	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	For	
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	Yes	Approve Remuneration Policy	Against	Remuneration breaches voting guideline limits on combined variable pay.
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	Yes	Elect Juergen Fleischer to the Supervisory Board	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	Yes	Elect Annette Koehler to the Supervisory Board	For	
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	Yes	Elect Holly Lei to the Supervisory Board	For	
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	Yes	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
GEA Group AG	DE0006602006	Germany	30-Apr-25	Annual	Yes	Approve Virtual-Only Shareholder Meetings Until 2027	Against	Can impede shareholder rights to ask questions at AGM and there is no clear need for a virtual only meeting in the current climate.
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Approve Final Dividend	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Re-elect Donard Gaynor as Director	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Re-elect Hugh McGuire as Director	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Re-elect Mark Garvey as Director	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Re-elect Roisin Brennan as Director	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Re-elect Paul Duffy as Director	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Re-elect Ilona Haaier as Director	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Re-elect Jane Lodge as Director	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Re-elect John G Murphy as Director	Abstain	Non-independent but does not skew the overall independence of the board.
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Elect Gerard O'Brien as Director	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Re-elect Gabriella Parris as Director	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Elect Thomas Phelan as Director	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Re-elect Kimberly Underhill as Director	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	Against	Non-audit fees above voting policy threshold.

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Remuneration breaches voting guideline limits on variable pay.
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Authorise Issue of Equity	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Authorise Market Purchase of Shares	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Determine Price Range for Reissuance of Treasury Shares	For	
Glanbia Plc	IE0000669501	Ireland	30-Apr-25	Annual	Yes	Approve Transfer of the Company's Category of Equity Share Listing from Equity Shares (Commercial Companies) Category to Equity Shares (International Commercial Companies Secondary Listing) Category	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Remuneration breaches voting guideline limits on variable pay.
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Approve Final Dividend	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Re-elect Philip Broadley as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Elect Bob Cox as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Elect Paul Gregory as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Re-elect Jack Gressier as Director	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Re-elect Bryan Joseph as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Re-elect Natalie Kershaw as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Re-elect Alex Maloney as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Re-elect Irene McDermott Brown as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Elect Nathalie Rachou as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Elect Linda Ventresca as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Re-elect Sally Williams as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Reappoint KPMG LLP as Auditors	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	Against	Non-audit fees above voting policy threshold.
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Authorise Issue of Equity	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	30-Apr-25	Annual	Yes	Authorise Market Purchase of Common Shares	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Approve Financial Statements and Statutory Reports	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Approve Allocation of Income and Dividends of EUR 3.92 per Share	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Approve Transaction with l'Oreal Re: Share Repurchase Agreement	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Ratify Appointment of Jean-Paul Kress as Director	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Reelect Carole Ferrand as Director	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Reelect Barbara Lavernos as Director	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Reelect Emile Voest as Director	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Reelect Antoine Yver as Director	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Approve Compensation Report of Corporate Officers	Against	Remuneration breaches voting guideline limits on salary and variable pay.
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Approve Compensation of Frederic Oudea, Chairman of the Board	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Approve Compensation of Paul Hudson, CEO	Against	Remuneration breaches voting guideline limits on salary and variable pay.
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Approve Remuneration Policy of Directors	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Approve Remuneration Policy of Chairman of the Board	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Approve Remuneration Policy of CEO	Against	Remuneration breaches voting guideline limits on salary and variable pay.
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 997 Million	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Approve Issuance of Equity or Equity- Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million		
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Amend Articles 3 and 13 of Bylaws	For	
Sanofi	FR0000120578	France	30-Apr-25	Annual/Special	Yes	Authorize Filing of Required Documents/Other Formalities	For	
Smith & Nephew plc	GB00009223206	United Kingdom	30-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Remuneration breaches voting guideline limits on salary and variable pay.
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Approve Final Dividend	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Elect Sybella Stanley as Director	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Rupert Soames as Director	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Jo Hallas as Director	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Simon Lowth as Director	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Re-elect John Ma as Director	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Jeremy Maiden as Director	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Katarzyna Mazur-Hofsaess as Director	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Deepak Nath as Director	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Marc Owen as Director	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Angie Risley as Director	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Re-elect John Rogers as Director	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Bob White as Director	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Reappoint Deloitte LLP as Auditors	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Authorise Issue of Equity	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Smith & Nephew plc	GB0009223206	United Kingdom	30-Apr-25	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Approve Remuneration Report	Against	Remuneration breaches voting guideline limits on salary and variable pay.
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Elect Benoit Potier as Director	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Elect Zoe Yujnovich as Director	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Fernando Fernandez as Director	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Adrian Hennah as Director	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Susan Kilsby as Director	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Ruby Lu as Director	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Judith McKenna as Director	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Ian Meakins as Director	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Re-elect Nelson Peltz as Director	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Reappoint KPMG LLP as Auditors	Against	Auditor tenure breach our voting policy threshold.
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	Against	Non-audit fees breach our voting policy threshold.
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Authorise UK Political Donations and Expenditure	Against	Voting policy recommends vote against resolutions requesting permission to make political donations.
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Authorise Issue of Equity	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Unilever Plc	GB00B10RZP78	United Kingdom	30-Apr-25	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.

*Non-voting items are shown above as they would show on the ballots we receive. These are typically formal standing items such as opening or closing the meeting, and the receiving of information. These non-voting items are more frequent at European meetings.