



# PROXY VOTING REPORT

Full Details

Robeco | 01.04.2024 - 30.06.2024

PTT Exploration and Production Public Company Limi		Meeting Date: 01.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Results of Operations and Report of 2024 Work Plan	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when issues regarding the tenure, fees, independence of the audit are not in line with market best practice.
5	Directors' Fees	Management	For	Against	Excessive bonus
6	Elect Krairit Euchukanonchai	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses; Board is not sufficiently independent
7	Elect Thongthit Chayakula	Management	For	For	
8	Elect Phongsthor Thavisin	Management	For	Against	Board is not sufficiently independent
9	Elect Natjaree Anuntasilpa	Management	For	Against	Board - Vote against when the audit committee is not sufficiently independent.
10	Elect Pokkrong Monthatpalin	Management	For	Against	Board is not sufficiently independent
11	Transaction of Other Business	Management	For	Against	Granting unfettered discretion is unwise

Nusantara Sejahtera Raya Tbk PT		Meeting Date: 02.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Appointment of Auditor and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.
4	Directors' and Commissioners' Fees	Management	For	For	
5	Use of Proceed	Management	For	For	
6	Change in the Composition of Company Management	Management	For	Against	The company has not provided sufficient information.

Odontoprev SA		Meeting Date: 03.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Board Size	Management	For	For	
4	Request Cumulative Voting	Management	N/A	For	
5	Election of Directors	Management	For	Against	Board is not sufficiently independent. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
6	Approve Recasting of Votes for Amended Slate	Management	N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or Recasting of votes for amended slate and/or instructions if meeting is held on second call.
7	Proportional Allocation of Cumulative Votes	Management	N/A	For	
8	Allocate Cumulative Votes to Luiz Carlos Trabuco Cappi	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
9	Allocate Cumulative Votes to Manoel Antonio Peres	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
10	Allocate Cumulative Votes to Ivan Luiz Gontijo Junior	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
11	Allocate Cumulative Votes to Samuel Monteiro dos Santos Junior	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
12	Allocate Cumulative Votes to Thais Jorge de Oliveira e Silva	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
13	Allocate Cumulative Votes to Octávio de Lazari Junior	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
14	Allocate Cumulative Votes to César Suaki dos Santos	Management	N/A	For	
15	Allocate Cumulative Votes to Murilo César Lemos dos Santos Passos	Management	N/A	For	
16	Request Separate Election for Board Member/s	Management	N/A	Against	The company has not provided sufficient information.
17	Remuneration Policy	Management	For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP. The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. The company has not disclosed a maximum award level.
18	Supervisory Council Size	Management	For	For	
19	Election of Supervisory Council	Management	For	For	
20	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against	Potential unknown nominees w/o shareholder approval
21	Supervisory Council Fees	Management	For	For	

Odontoprev SA		Meeting Date: 03.04.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Article 18	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Amendment to Article 15 and 19	Management	For	For	
4	Amendments to Articles 28	Management	For	For	
5	Consolidation of Articles	Management	For	For	

Telefonaktiebolaget L M Ericsson		Meeting Date: 03.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Voting List	Management	For	For	
3	Agenda	Management	For	For	
4	Compliance with the Rules of Convocation	Management	For	For	
5	Accounts and Reports	Management	For	For	
6	Remuneration Report	Management	For	Against	Disclosure on remuneration practices is insufficient
7	Ratify Jan Carlsson	Management	For	For	
8	Ratify Ronnie Leten	Management	For	For	
9	Ratify Jacob Wallenberg	Management	For	For	
10	Ratify Jon Fredrik Baksaas	Management	For	For	
11	Ratify Nora Denzel	Management	For	For	
12	Ratify Carolina Dybeck Happe	Management	For	For	
13	Ratify Börje Ekholm	Management	For	For	
14	Ratify Eric A. Elzvik	Management	For	For	
15	Ratify Kurt Jofs	Management	For	For	
16	Ratify Kristin S. Rinne	Management	For	For	
17	Ratify Helena Stjernholm	Management	For	For	
18	Ratify Jonas Synnergren	Management	For	For	
19	Ratify Christy Wyatt	Management	For	For	
20	Ratify Torbjörn Nyman	Management	For	For	
21	Ratify Anders Ripa	Management	For	For	
22	Ratify Ulf Rosberg	Management	For	For	
23	Ratify Annika Salomonsson	Management	For	For	
24	Ratify Kjell-Åke Soting	Management	For	For	
25	Ratify Frans Frejdestedt	Management	For	For	
26	Ratify Loredana Roslund	Management	For	For	
27	Ratify Stefan Wänstedt	Management	For	For	
28	Ratify Börje Ekholm (CEO)	Management	For	For	
29	Allocation of Profits/Dividends	Management	For	For	
30	Board Size	Management	For	For	
31	Directors' Fees	Management	For	For	
32	Elect Jon Fredrik Baksaas	Management	For	For	
33	Elect Jan Carlsson	Management	For	For	
34	Elect Carolina Dybeck Happe	Management	For	For	
35	Elect Börje Ekholm	Management	For	For	
36	Elect Eric A. Elzvik	Management	For	For	
37	Elect Kristin S. Rinne	Management	For	For	
38	Elect Jonas Synnergren	Management	For	For	
39	Elect Jacob Wallenberg	Management	For	For	
40	Elect Christy Wyatt	Management	For	For	
41	Elect Karl Åberg	Management	For	For	
42	Elect Jan Carlsson as Chair	Management	For	For	
43	Number of Auditors	Management	For	For	
44	Authority to Set Auditor's Fees	Management	For	For	
45	Appointment of Auditor	Management	For	For	
46	Adoption of Share-Based Incentives (LTV 2024)	Management	For	Against	Excessive focus on short-term performance
47	Capital authorities to implement LTV I 2024	Management	For	Against	LTV 2024 not supported as it places excessive focus on short-term performance
48	Approve Equity Swap Agreement (LTV I 2024)	Management	For	Against	LTV 2024 not supported as it places excessive focus on short-term performance
49	Approval of Transfer of Treasury Shares, Issuance of Shares and Acquisitions of Shares Pursuant to the Previously Approved LTV I 2023	Management	For	For	
50	Transfer of treasury shares to Cover Expenses (LTV 2021, LTV 2022 & LTV II 2023)	Management	For	For	
51	Transfer of Treasury Shares to Cover Costs for Tax and Social Security Liabilities (LTV 2021, LTV 2022 & LTV I 2023)	Management	For	For	

Varun Beverages Ltd.		Meeting Date: 03.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Raj Pal Gandhi	Management	For	For	
4	Re-appointment of Varun Jaipuria (Whole-time Director); Approval of Remuneration	Management	For	For	
5	Re-appointment of Rajinder Jeet Singh Bagga (Whole-time Director); Approval of Remuneration	Management	For	For	
6	Re-appointment of Raj Gandhi (Whole-time Director); Approval of Remuneration	Management	For	For	
7	Elect Naresh Kumar Trehan	Management	For	Against	Board is not sufficiently independent

Walt Disney Co (The)		Meeting Date: 03.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Management Nominee Mary T. Barra	Management	For	For	
2	Elect Management Nominee Safra A. Catz	Management	For	For	
3	Elect Management Nominee Amy L. Chang	Management	For	For	
4	Elect Management Nominee D. Jeremy Darroch	Management	For	For	
5	Elect Management Nominee Carolyn N. Everson	Management	For	For	
6	Elect Management Nominee Michael B.G. Froman	Management	For	For	
7	Elect Management Nominee James P. Gorman	Management	For	For	
8	Elect Management Nominee Robert A. Iger	Management	For	For	
9	Elect Management Nominee Maria Elena Lagomasino	Management	For	For	
10	Elect Management Nominee Calvin R. McDonald	Management	For	For	
11	Elect Management Nominee Mark G. Parker	Management	For	For	
12	Elect Management Nominee Derica W. Rice	Management	For	For	
13	Elect Dissident Nominee Nelson Peltz	Shareholder	Withhold	Withhold	
14	Elect Dissident Nominee James A. Rasulo	Shareholder	Withhold	Withhold	
15	Elect Dissident Nominee Craig Hatkoff	Shareholder	Withhold	Withhold	
16	Elect Dissident Nominee Jessica Schell	Shareholder	Withhold	Withhold	
17	Elect Dissident Nominee Leah Solivan	Shareholder	Withhold	Withhold	
18	Ratification of Auditor	Management	For	For	
19	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment due to the excessive severance payment granted to the former CEO.
20	Amendment to the 2011 Stock Incentive Plan	Management	For	For	
21	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
22	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
23	Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps Related to Gender Dysphoria Care	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies' ESG efforts.
24	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies' ESG efforts.
25	Shareholder Proposal Regarding Repeal of Bylaw Amendments	Shareholder	Against	Against	SHP Governance - Vote Against when the changes requested by the proposal are not in shareholders' best interests.
26	Shareholder Advisory Proposal Regarding Board Size and Composition	Shareholder	Against	Against	SHP Governance - Vote Against when the changes requested by the proposal are not in shareholders' best interests.

Rio Tinto plc		Meeting Date: 04.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report (UK)	Management	For	For	
4	Remuneration Report (AUS)	Management	For	For	
5	Increase in NED Fee Cap	Management	For	For	
6	Elect Dean Dalla Valle	Management	For	For	
7	Elect Susan Lloyd-Hurwitz	Management	For	For	
8	Elect Martina Merz	Management	For	For	
9	Elect James C. O'Rourke	Management	For	For	
10	Elect Dominic Barton	Management	For	For	
11	Elect Peter Cunningham	Management	For	For	
12	Elect Simon P. Henry	Management	For	For	
13	Elect Kaisa Hietala	Management	For	For	
14	Elect Sam H. Laidlaw	Management	For	For	
15	Elect Jennifer Nason	Management	For	For	
16	Elect Jakob Stausholm	Management	For	For	
17	Elect Ngairé Woods	Management	For	For	
18	Elect Ben Wyatt	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
19	Appointment of Auditor	Management	For	For	
20	Authority to Set Auditor's Fees	Management	For	For	
21	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
22	Amendments to Articles	Management	For	For	
23	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
24	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Scentre Group

Meeting Date: 04.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Carolyn Kay	Management	For	For	
2	Re-elect Guy Russo	Management	For	For	
3	Re-elect Margie Seale	Management	For	For	
4	Remuneration Report	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
5	Equity Grant (MD/CEO Elliott Rusanow)	Management	For	For	
6	Amendments to Company Constitution	Management	For	For	
7	Amendments to Trust Constitution (Trust 1)	Management	For	For	
8	Amendments to Trust Constitution (Trust 2)	Management	For	For	
9	Amendments to Trust Constitution (Trust 3)	Management	For	For	

### Bangkok Dusit Medical Services Public Company Ltd

Meeting Date: 05.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Results of Operations	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Elect Chavalit Sethameteekul	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent.
5	Elect Thongchai Jira-alongkorn	Management	For	For	
6	Elect Kan Trakulhoon	Management	For	For	
7	Elect Puttipong Prasartong-Osoth	Management	For	Against	Board is not sufficiently independent; Serves on too many boards
8	Elect Veerathai Santiprabhob	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent
9	Elect Predee Daochai	Management	For	Against	Responsible for lack of board independence
10	Directors' Fees	Management	For	Against	Excessive bonus
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Transaction of Other Business	Management	For	Against	Granting unfettered discretion is unwise

### SCB X Public Company Ltd

Meeting Date: 05.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Elect Vichit Suraphongchai	Management	For	Against	Board is not sufficiently independent
5	Elect Apisak Tantivorawong	Management	For	For	
6	Elect Winid Silamongkol	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
7	Elect Nuntawan Sakuntanaga	Management	For	For	
8	Elect Tibordee Wattanakul	Management	For	Against	Board is not sufficiently independent
9	Elect Arthid Nanthawithaya	Management	For	For	
10	Directors' Fees	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit fees are excessive.

### Grasim Industries Ltd.

Meeting Date: 16.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sushil Agarwal	Management	For	Against	Board is not sufficiently independent
2	Elect N. Mohan Raj	Management	For	For	
3	Related Party Transactions between ABRel (RJ) Projects Limited, indirect subsidiary, and ABRel EPC Limited, indirect wholly-owned subsidiary	Management	For	For	
4	Related Party Transactions between ABRel (RJ) Projects Limited and Aditya Birla Renewables Limited, wholly-owned subsidiary	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Related Party Transactions between Aditya Birla Renewables Subsidiary Limited and ABRel EPC Limited, indirect wholly-owned subsidiary	Management	For	For	
<b>IQVIA Holdings Inc</b>		<b>Meeting Date: 16.04.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ari Bousbib	Management	For	For	
2	Elect Carol J. Burt	Management	For	For	
3	Elect Colleen A. Goggins	Management	For	For	
4	Elect John M. Leonard	Management	For	For	
5	Elect Todd B. Sisitsky	Management	For	For	
6	Elect Sheila A. Stamps	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	Against	Concerning pay practices
8	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
9	Ratification of Auditor	Management	For	For	
<b>Moody`s Corp.</b>		<b>Meeting Date: 16.04.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jorge A. Bermudez	Management	For	For	
2	Elect Thérèse Esperdy	Management	For	For	
3	Elect Robert Fauber	Management	For	For	
4	Elect Vincent A. Forlenza	Management	For	For	
5	Elect Kathryn M. Hill	Management	For	For	
6	Elect Lloyd W. Howell, Jr.	Management	For	For	
7	Elect Jose M. Minaya	Management	For	For	
8	Elect Leslie Seidman	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
9	Elect Zig Serafin	Management	For	For	
10	Elect Bruce Van Saun	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Adoption of Right to Call a Special Meeting	Management	For	Abstain	A 15% threshold for calling a special meeting is appropriate
14	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	
<b>Stellantis N.V</b>		<b>Meeting Date: 16.04.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	Against	Remuneration is deemed excessive and bears a significant cost
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Elect Claudia Parzani to the Board of Directors	Management	For	For	
6	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
7	Authority to Suppress Preemptive Rights	Management	For	For	
8	Authority to Repurchase Shares	Management	For	For	
9	Cancellation of Shares (Ordinary Shares)	Management	For	For	
10	Cancellation of Shares (Special Voting Shares)	Management	For	For	
<b>Adobe Inc</b>		<b>Meeting Date: 17.04.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cristiano R. Amon	Management	For	For	
2	Elect Amy L. Banse	Management	For	For	
3	Elect Brett Biggs	Management	For	For	
4	Elect Melanie Boulden	Management	For	For	
5	Elect Frank A. Calderoni	Management	For	For	
6	Elect Laura B. Desmond	Management	For	For	
7	Elect Shantanu Narayen	Management	For	For	
8	Elect Spencer Neumann	Management	For	For	
9	Elect Kathleen Oberg	Management	For	For	
10	Elect Dheeraj Pandey	Management	For	For	
11	Elect David A. Ricks	Management	For	For	
12	Elect Daniel Rosensweig	Management	For	For	
13	Amendment to the 2019 Equity Incentive Plan	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	Concerns regarding the company's executive compensation practices

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	The proposal requests changes which improve shareholder rights.
17	Shareholder Proposal Regarding Report on Hiring Practices for People with Arrest Records	Shareholder	Against	Against	The company sufficiently addresses the concerns raised by the proposal.

<b>Aercap Holdings N.V.</b>	<b>Meeting Date: 17.04.2024</b>	<b>Meeting Type: Annual</b>
-----------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Ratification of Board Acts	Management	For	For	
3	Designation of CFO as Person Temporarily Responsible for Management	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
6	Authority to Suppress Preemptive Rights	Management	For	For	
7	Authority to Repurchase Shares	Management	For	For	
8	Authority to Repurchase Additional Shares	Management	For	For	
9	Reduction of Capital through Cancellation of Shares	Management	For	For	

<b>Hunting plc</b>	<b>Meeting Date: 17.04.2024</b>	<b>Meeting Type: Annual</b>
--------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Performance Share Plan	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Final Dividend	Management	For	For	
6	Elect Margaret Amos	Management	For	For	
7	Elect Annell R. Bay	Management	For	For	
8	Elect Stuart M. Brightman	Management	For	For	
9	Elect Carol Chesney	Management	For	For	
10	Elect Bruce H. Ferguson	Management	For	For	
11	Elect Paula Harris	Management	For	For	
12	Elect Arthur James Johnson	Management	For	For	
13	Elect Keith Lough	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Raia Drogasil S.A.</b>	<b>Meeting Date: 17.04.2024</b>	<b>Meeting Type: Annual</b>
---------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP; The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan; The company has not disclosed a maximum award level.
4	Election of Supervisory Council	Management	For	For	
5	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	For	Against	Potential unknown nominees w/o shareholder approval
6	Supervisory Council's Fees	Management	For	For	

<b>Beiersdorf AG</b>	<b>Meeting Date: 18.04.2024</b>	<b>Meeting Type: Annual</b>
----------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Remuneration Report	Management	For	Against	Concerns regarding the design of the executive remuneration plan
6	Elect Donya-Florence Amer	Management	For	For	
7	Elect Hong Chow	Management	For	For	
8	Elect Wolfgang Herz	Management	For	Against	
9	Elect Uta Kemmerich-Keil	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Frédéric Pflanz	Management	For	Against	Insufficient independence on remuneration committee; Insufficient independence on nomination committee
11	Elect Reinhard Pöllath	Management	For	Against	Insufficient independence on remuneration committee; Insufficient independence on nomination committee
12	Elect Beatrice Dreyfus as Substitute Member	Management	For	For	
13	Amendments to Articles (Record Date)	Management	For	For	

### Lvmh Moët Hennessy Louis Vuitton SE

Meeting Date: 18.04.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	Against	Insufficient response to shareholder dissent; Poor disclosure
5	Elect Antoine Arnault	Management	For	For	
6	Elect Henri de Castries	Management	For	For	
7	Elect Alexandre Arnault	Management	For	For	
8	Elect Frédéric Arnault	Management	For	For	
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
10	2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability; Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
11	2023 Remuneration of Bernard Arnault, Chair and CEO	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability; Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
12	2023 Remuneration of Antonio Belloni, Deputy CEO	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability; Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	
14	2024 Remuneration Policy (Chair and CEO)	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability; Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
15	2024 Remuneration Policy (Deputy CEO)	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability; Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
16	Authority to Repurchase and Reissue Shares	Management	For	For	
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	
18	Authority to Issue Performance Shares	Management	For	Against	Short vesting period
19	Employee Stock Purchase Plan	Management	For	For	
20	Stock Purchase Plan for Overseas Employees	Management	For	For	

### Nestlé SA

Meeting Date: 18.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Compensation Report	Management	For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.
3	Report on Non-Financial Matters	Management	For	For	
4	Ratification of Board and Management Acts	Management	For	For	
5	Allocation of Dividends	Management	For	For	
6	Elect Paul Bulcke	Management	For	For	
7	Elect Mark Schneider	Management	For	For	
8	Elect Renato Fassbind	Management	For	For	
9	Elect Pablo Isla Álvarez de Tejera	Management	For	For	
10	Elect Patrick Aebischer	Management	For	For	
11	Elect Dick Boer	Management	For	For	
12	Elect Dinesh C. Paliwal	Management	For	For	
13	Elect Hanne Jimenez de Mora	Management	For	For	
14	Elect Lindiwe Majele Sibanda	Management	For	For	
15	Elect Chris Leong	Management	For	For	
16	Elect Luca Maestri	Management	For	For	
17	Elect Rainer M. Blair	Management	For	For	
18	Elect Marie-Gabrielle Ineichen-Fleisch	Management	For	For	
19	Elect Geraldine Matchett	Management	For	For	
20	Elect Dick Boer as Compensation Committee Member	Management	For	For	
21	Elect Patrick Aebischer as Compensation Committee Member	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
22	Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member	Management	For	For	
23	Elect Dinesh C. Paliwal as Compensation Committee Member	Management	For	For	
24	Appointment of Auditor	Management	For	For	
25	Appointment of Independent Proxy	Management	For	For	
26	Board Compensation	Management	For	For	
27	Executive Compensation (Total)	Management	For	For	
28	Cancellation of Shares and Reduction in Share Capital	Management	For	For	
29	Shareholder Proposal Regarding Sales of Healthier and Less Healthy Foods	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
30	Additional or Amended Shareholder Proposals	Shareholder	N/A	Against	Details not disclosed in advance of meeting

### Segro Plc

Meeting Date: 18.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Elect Andy Harrison	Management	For	For	
5	Elect Mary Barnard	Management	For	For	
6	Elect Sue Clayton	Management	For	For	
7	Elect Soumen Das	Management	For	For	
8	Elect Carol Fairweather	Management	For	For	
9	Elect Simon Fraser	Management	For	For	
10	Elect David Sleath	Management	For	For	
11	Elect Linda Yueh	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Scrip Dividend	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### BDO Unibank Inc

Meeting Date: 19.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CALL TO ORDER	Management	For	For	
2	Proof of Notice and Determination of Quorum	Management	For	For	
3	Meeting Minutes	Management	For	For	
4	Accounts and Reports	Management	For	For	
5	OPEN FORUM	Management	For	For	
6	Ratification of Board Acts	Management	For	For	
7	Elect Jones M. Castro Jr.	Management	For	Against	Board - Vote against when the audit committee is not sufficiently independent.
8	Elect Teresita T. Sy	Management	For	For	
9	Elect Josefina N. Tan	Management	For	For	
10	Elect Nestor V. Tan	Management	For	For	
11	Elect Walter C. Wassmer	Management	For	For	
12	Elect George T. Barcelon	Management	For	For	
13	Elect Estela P. Bernabe	Management	For	For	
14	Elect Vipul Bhagat	Management	For	Against	Insufficient risk committee independence; Risk committee chair not independent
15	Elect Franklin M. Drilon	Management	For	For	
16	Elect Vicente S. Perez Jr.	Management	For	For	
17	Elect Dioscoro I. Ramos	Management	For	For	
18	Merger of BDO Unibank Inc. with SM Keppel Land, Inc.	Management	For	For	
19	Appointment of Auditor and Authority to Set Fees	Management	For	For	
20	Transaction of Other Business	Management	For	Against	Granting unfettered discretion is unwise
21	Right to Adjourn Meeting	Management	For	For	

### BYD Co

Meeting Date: 19.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Purpose of Share Repurchase	Management	For	For	
2	Fulfilment of Relevant Conditions	Management	For	For	
3	Methods and Purpose of Share Repurchase	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Pricing of the Share Repurchase	Management	For	For	
5	Amount and Source of Capital for Share Repurchase	Management	For	For	
6	Class, Quantity and Percentage to the Total Share Capital to be Repurchased	Management	For	For	
7	Share Repurchase Period	Management	For	For	
8	Validity Period	Management	For	For	
9	Board Authorization Regarding the Repurchase	Management	For	For	

<b>BYD Co</b>	<b>Meeting Date: 19.04.2024</b>	<b>Meeting Type: Special</b>
---------------	---------------------------------	------------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Purpose of Share Repurchase	Management	For	For	
2	Fulfillment of Relevant Conditions	Management	For	For	
3	Methods and Purpose of Share Repurchase	Management	For	For	
4	Pricing of the Share Repurchase	Management	For	For	
5	Amount and Source of Capital for Share Repurchase	Management	For	For	
6	Class, Quantity and Percentage to the Total Share Capital to be Repurchased	Management	For	For	
7	Share Repurchase Period	Management	For	For	
8	Validity Period	Management	For	For	
9	Board Authorization Regarding the Repurchase	Management	For	For	

<b>Contemporary Amperex Technology Co. Limited</b>	<b>Meeting Date: 19.04.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
2	2023 Directors' Report	Management	For	For	
3	2023 Supervisors' Report	Management	For	For	
4	2023 Profit Distribution Plan	Management	For	For	
5	Confirmation of 2023 Remuneration for Directors and Determination of 2024 Remuneration Plan	Management	For	For	
6	Confirmation of 2023 Remuneration for Supervisors and Determination of 2024 Remuneration Plan	Management	For	For	
7	Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	Management	For	For	
8	REAPPOINTMENT OF 2024 AUDIT FIRM	Management	For	For	
9	2024 APPLICATION FOR COMPREHENSIVE CREDIT LINE TO FINANCIAL INSTITUTIONS	Management	For	For	
10	2024 ESTIMATED GUARANTEE QUOTA	Management	For	Against	Guarantees exceed net assets
11	2024 HEDGING BUSINESS PLAN	Management	For	For	
12	Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price and Repurchase Quantity Deliberated at the 23rd Meeting of the Board of Directors	Management	For	For	
13	Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price and Repurchase Quantity Deliberated at the 27th Meeting of the Board of Directors	Management	For	For	
14	Amendments to Articles	Management	For	For	
15	Amendments to Procedural Rules: Shareholder Meetings	Management	For	For	
16	Amendments to Management System for Connected Transaction	Management	For	For	
17	Amendments to Management System for Entrusted Wealth Management	Management	For	For	
18	Amendments to Management System for Raised Funds	Management	For	For	

<b>Midea Group Co. Ltd</b>	<b>Meeting Date: 19.04.2024</b>	<b>Meeting Type: Annual</b>
----------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
5	Allocation of 2023 Profits/Dividends	Management	For	For	
6	Approval of the 2024 Employee Stock Ownership Plan	Management	For	For	
7	Constitution of Procedural Rules for Management System of 2024 Employee Stock Ownership Plan	Management	For	Against	Not in shareholders' best interests
8	Board Authorization to Handle 2024 Employee Stock Ownership Plan	Management	For	Against	Not in shareholders' best interests
9	Authority to Give Guarantees to Controlled Subsidiaries for FY2024	Management	For	For	
10	Approval to Engage in Business Investment of Foreign Exchange Fund Derivatives in FY2024	Management	For	For	
11	Appointment of PwC Zhong Tian as External Auditor for FY2024	Management	For	Against	Failure to disclose breakdown of fees
12	Amendments to Articles [Bundled]	Management	For	For	

PRIO S.A		Meeting Date: 19.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Draft Minutes in Summary Format	Management	For	Against	Conversion is not in best interests of shareholders
2	Authority to Publish Minutes Omitting Shareholders' Names	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Board Size	Management	For	For	
6	Election of Directors	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
7	Approve Recasting of Votes for Amended Slate	Management	N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or Recasting of votes for amended slate and/or Instructions if meeting is held on second call.
8	Proportional Allocation of Cumulative Votes	Management	For	For	
9	Allocate Cumulative Votes to Emiliano Fernandes Lourenço Gomes	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
10	Allocate Cumulative Votes to Felipe Bueno da Silva	Management	N/A	For	
11	Allocate Cumulative Votes to Felipe Villela Dias	Management	N/A	For	
12	Allocate Cumulative Votes to Flávio Vianna Ulhôa Canto	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
13	Allocate Cumulative Votes to Gustavo Rocha Gattass	Management	N/A	For	
14	Allocate Cumulative Votes to Marcia Raquel Cordeiro de Azevedo	Management	N/A	For	
15	Allocate Cumulative Votes to Nelson de Queiroz Sequeiros Tanure	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
16	Allocate Cumulative Votes to Roberto Bernardes Monteiro	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
17	Request Cumulative Voting	Management	N/A	For	
18	Request Establishment of Supervisory Council	Management	N/A	For	
19	Election of Supervisory Council	Management	For	For	
20	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against	Potential unknown nominees w/o shareholder approval
21	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP; The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
22	Supervisory Council Fees	Management	For	For	

Wilmar International Limited		Meeting Date: 19.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Directors' Fees	Management	For	For	
4	Elect Kuok Khoon Hong	Management	For	Against	Board - Vote Against when the nomination committee's composition is not in line with local standards
5	Elect PUA Seck Guan	Management	For	For	
6	Elect TEO La-Mei	Management	For	For	
7	Elect Louis CHEUNG Chi-Yan	Management	For	For	
8	Elect Jessica Cheam	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	For	
10	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
11	Authority to Grant Options and Issue Shares under the Wilmar Executive Share Option Scheme 2019	Management	For	Against	Change of control provision
12	Related Party Transactions	Management	For	Against	Insufficient disclosure
13	Authority to Repurchase and Reissue Shares	Management	For	For	

Info Edge (India) Ltd.		Meeting Date: 20.04.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Geeta Mathur	Management	For	For	

Ascential plc		Meeting Date: 22.04.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Tender Offer	Management	For	For	
2	Share Consolidation	Management	For	For	

Broadcom Inc		Meeting Date: 22.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Gayla J. Delly	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Kenneth Y. Hao	Management	For	For	
3	Elect Eddy W. Hartenstein	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
4	Elect Check Kian Low	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
5	Elect Justine F. Page	Management	For	For	
6	Elect Henry S. Samuelli	Management	For	For	
7	Elect Hock E. Tan	Management	For	For	
8	Elect Harry L. You	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
9	Elect Diane M. Bryant	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability.

### ING Groep N.V.

Meeting Date: 22.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Management Board Acts	Management	For	For	
5	Ratification of Supervisory Board Acts	Management	For	For	
6	Appointment of Auditor	Management	For	For	
7	Management Board Remuneration Policy	Management	For	For	
8	Supervisory Board Remuneration Policy	Management	For	For	
9	Elect Juan Colombás to the Supervisory Board	Management	For	For	
10	Elect Herman Hulst to the Supervisory Board	Management	For	For	
11	Elect Harold Naus to the Supervisory Board	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Management	For	For	
13	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	
15	Cancellation of Shares/Authorities to Issue Shares	Management	For	For	

### Travis Perkins plc

Meeting Date: 22.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor	Management	For	For	
2	Authority to Set Auditor's Fees	Management	For	For	
3	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
4	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
5	Authority to Repurchase Shares	Management	For	For	
6	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
7	Elect Nick J Roberts	Management	For	For	
8	Elect Jasmine Whitbread	Management	For	For	
9	Elect Jora Singh Gill	Management	For	For	
10	Elect Louise Hardy	Management	For	For	
11	Elect Marianne Culver	Management	For	For	
12	Elect Heath Drewett	Management	For	For	
13	Elect Duncan Cooper	Management	For	For	
14	Elect Jeremy K. Maiden	Management	For	For	
15	Remuneration Policy	Management	For	For	
16	Final Dividend	Management	For	For	
17	Accounts and Reports	Management	For	For	
18	Remuneration Report	Management	For	For	

### Alinma Bank

Meeting Date: 23.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Auditors' Report	Management	For	For	
2	Ratification of Board Acts	Management	For	For	
3	Appointment of Auditors and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.
4	Directors' Fees	Management	For	For	
5	Authority to Pay Interim Dividend	Management	For	For	
6	Amendments to Board Membership Controls, Standards and Procedures	Management	For	For	
7	Amendments to Remuneration Policy	Management	For	Against	Amendment is not in best interests of shareholders

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Authority to Increase Capital for Bonus Share Issuance; Amendments to Article 7	Management	For	For	
9	Amendments to Article 4 (Subsidiaries)	Management	For	For	
10	Amendments to Article 14 (Shares Trading)	Management	For	For	
11	Amendments to Article 17 (Board of Directors)	Management	For	For	
12	Amendments to Article 18 (Board Membership Expiration)	Management	For	For	
13	Amendments to Article 20 (Board Committees)	Management	For	For	
14	Amendments to Article 21 (Executive Committee)	Management	For	For	
15	Amendments to Article 22 (Audit Committee)	Management	For	For	
16	Amendments to Article 24 (Board Chair)	Management	For	For	
17	Amendments to Article 26 (Board Meetings Quorum)	Management	For	For	
18	Amendments to Article 29 (Shareholders' Meeting)	Management	For	For	
19	Amendments to Article 39 (Appointment of Auditor)	Management	For	For	
20	Amendments to Article 40 (Auditor Powers)	Management	For	For	
21	Amendments to Article 42 (Financial Statements)	Management	For	For	
22	Amendments to Article 46 (Company Losses)	Management	For	For	
23	Amendments to Article 49 (Sharia Governance)	Management	For	For	
24	Board Transactions	Management	For	For	
25	Board Transactions (Competing Businesses)	Management	For	For	
26	Board Transactions (Anees Ahmed Momina)	Management	For	For	

**Axa Meeting Date: 23.04.2024 Meeting Type: Mix**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Detlef Thedieck (Employee Shareholder Representatives)	Management	Against	Against	
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
3	Consolidated Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
6	2023 Remuneration of Antoine Gosset-Grainville, Chair	Management	For	For	
7	2023 Remuneration of Thomas Buberl, CEO	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
8	2024 Remuneration Policy (Chair)	Management	For	For	
9	2024 Remuneration Policy (CEO)	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
10	2024 Remuneration Policy (Board of Directors)	Management	For	For	
11	Special Auditors Report on Regulated Agreements	Management	For	For	
12	Elect Antoine Gosset-Grainville	Management	For	For	
13	Elect Clotilde Delbos	Management	For	For	
14	Elect Isabel Hudson	Management	For	For	
15	Elect Angelien Kemna	Management	For	For	
16	Elect Marie-France Tschudin	Management	For	For	
17	Elect Helen Browne (Employee Shareholder Representatives)	Management	For	For	
18	Appointment of Auditor (KPMG)	Management	For	For	
19	Non-Renewal of Alternate Auditor (Patrice Morot)	Management	For	For	
20	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For	For	
21	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For	For	
22	Authority to Repurchase and Reissue Shares	Management	For	For	
23	Employee Stock Purchase Plan	Management	For	For	
24	Stock Purchase Plan for Overseas Employees	Management	For	For	
25	Authority to Cancel Shares and Reduce Capital	Management	For	For	
26	Authorisation of Legal Formalities	Management	For	For	
27	Elect Stefan Bolliger (Employee Shareholder Representatives)	Management	Against	Against	
28	Elect Olivier Eugène (Employee Shareholder Representatives)	Management	Against	Against	
29	Elect Benjamin Saunière (Employee Shareholder Representatives)	Management	Against	Against	
30	Elect Mark Sundrakes (Employee Shareholder Representatives)	Management	Against	Against	

**Charter Communications Inc. Meeting Date: 23.04.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Eric L. Zinterhofer	Management	For	For	
2	Elect W. Lance Conn	Management	For	For	
3	Elect Kim C. Goodman	Management	For	For	
4	Elect Gregory B. Maffei	Management	For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of their external commitments
5	Elect John D. Markley, Jr.	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
6	Elect David C. Merritt	Management	For	For	
7	Elect James E. Meyer	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Steven A. Miron	Management	For	For	
9	Elect Balan Nair	Management	For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of their external commitments
10	Elect Michael A. Newhouse	Management	For	For	
11	Elect Mauricio Ramos	Management	For	For	
12	Elect Carolyn J. Slaski	Management	For	For	
13	Elect Christopher L. Winfrey	Management	For	For	
14	Amendment to the 2019 Stock Incentive Plan	Management	For	For	
15	Amendment Regarding Officer Exculpation	Management	For	For	
16	Ratification of Auditor	Management	For	For	
17	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
18	Shareholder Proposal Regarding Political Expenditures Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

### GlobalData Plc

Meeting Date: 23.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
2	Authority to Repurchase Shares	Management	For	For	
3	Authority to Set Auditor's Fees	Management	For	For	
4	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
5	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
6	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
7	Accounts and Reports	Management	For	For	
8	Final Dividend	Management	For	For	
9	Elect Murray Legg	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect Mike Danson	Management	For	For	
11	Elect Graham Lilley	Management	For	For	
12	Elect Annette Barnes	Management	For	For	
13	Elect Andrew Day	Management	For	For	
14	Elect Peter Harkness	Management	For	For	
15	Elect Catherine Birkett	Management	For	For	
16	Elect Julien Decot	Management	For	For	
17	Appointment of Auditor	Management	For	For	

### Herald Investment Trust plc

Meeting Date: 23.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Elect Andrew Joy	Management	For	For	
5	Elect Stephanie Eastment	Management	For	For	
6	Elect Henrietta Marsh	Management	For	For	
7	Elect James R. Will	Management	For	For	
8	Elect Priya Guha	Management	For	For	
9	Appointment of Auditor	Management	For	For	
10	Authority to Set Auditor's Fees	Management	For	For	
11	Authority to Repurchase Shares	Management	For	For	

### Itau Unibanco Holding S.A.

Meeting Date: 23.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Request Separate Election for Board Member (Preferred)	Management	N/A	Against	The company has not provided sufficient information.
2	Elect Igor Barenboim to the Supervisory Council Presented by Preferred Shareholders	Management	N/A	For	

### L`Oreal

Meeting Date: 23.04.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Jacques Ripoll	Management	For	For	
5	Elect Beatrice Guillaume-Grabisch	Management	For	For	
6	Elect Ilham Kadri	Management	For	Against	Serves on too many boards
7	Elect Jean-Victor Meyers	Management	For	For	
8	Elect Nicolas Meyers	Management	For	For	
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
10	Appointment of Auditor for Sustainability Reporting (EY)	Management	For	For	
11	2023 Remuneration Report	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability
12	2023 Remuneration of Jean-Paul Agon, Chair	Management	For	For	
13	2023 Remuneration of Nicolas Hieronimus, CEO	Management	For	For	
14	2024 Remuneration Policy (Board of Directors)	Management	For	For	
15	2024 Remuneration Policy (Chair)	Management	For	For	
16	2024 Remuneration Policy (CEO)	Management	For	For	
17	Authority to Repurchase and Reissue Shares	Management	For	For	
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	
19	Authority to Issue Performance Shares	Management	For	For	
20	Employee Stock Purchase Plan	Management	For	For	
21	Stock Purchase Plan for Overseas Employees	Management	For	For	
22	Authorisation of Legal Formalities	Management	For	For	

### NatWest Group Plc

Meeting Date: 23.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
2	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
3	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
4	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
5	Authority to Repurchase Shares	Management	For	For	
6	Amendment to Authority to Repurchase Shares from HM Treasury	Management	For	For	
7	Authority to Repurchase Shares from HM Treasury	Management	For	For	
8	Authority to Repurchase Preference Shares	Management	For	For	
9	Approval of the Employee Share Plan	Management	For	For	
10	Scrip Dividend	Management	For	For	
11	Authority to Set Auditor's Fees	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Elect Lena Wilson	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Accounts and Reports	Management	For	For	
16	Remuneration Report	Management	For	For	
17	Final Dividend	Management	For	For	
18	Elect Richard Haythornthwaite	Management	For	For	
19	Elect Paul Thwaite	Management	For	For	
20	Elect Katie Murray	Management	For	For	
21	Elect Frank E. Dangeard	Management	For	For	
22	Elect Roisin Donnelly	Management	For	For	
23	Elect Patrick Flynn	Management	For	For	
24	Elect Yasmin Jetha	Management	For	For	
25	Elect Stuart Lewis	Management	For	For	
26	Elect Mark Seligman	Management	For	For	
27	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
28	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	

### Totvs SA

Meeting Date: 23.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Capital Expenditure Budget	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Board Size	Management	For	For	
5	Request Cumulative Voting	Management	Against	Against	
6	Elect Ana Claudia Piedade Silveira dos Reis	Management	For	For	
7	Elect Edson Georges Nassar	Management	For	For	
8	Elect Gilberto Mifano	Management	For	For	
9	Elect Guilherme Stocco Filho	Management	For	For	
10	Elect Laércio José de Lucena Cosentino	Management	For	Against	Related party transactions

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Maria Letícia de Freitas Costa	Management	For	For	
12	Elect Tania Sztamfater Chocolat	Management	For	For	
13	Proportional Allocation of Cumulative Votes	Management	For	For	
14	Allocate Cumulative Votes to Ana Claudia Reis	Management	For	For	
15	Allocate Cumulative Votes to Edson Georges Nassar	Management	For	For	
16	Allocate Cumulative Votes to Gilberto Mifano	Management	For	For	
17	Allocate Cumulative Votes to Guilherme Stocco Filho	Management	For	For	
18	Allocate Cumulative Votes to Laércio José de Lucena Cosentino	Management	For	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
19	Allocate Cumulative Votes to Maria Letícia de Freitas Costa	Management	For	For	
20	Allocate Cumulative Votes to Tania Sztamfater Chocolat	Management	For	For	
21	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP; The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
22	Request Establishment of Supervisory Council	Management	Against	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.

### Weg S.A.

Meeting Date: 23.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends; Capital Expenditure Budget	Management	For	For	
3	Ratify Dan Ioschpe's Independence Status	Management	For	For	
4	Ratify Tânia Conte Cosentino's Independence Status	Management	For	For	
5	Request Separate Election for Board Member/s	Management	N/A	Abstain	
6	Request Cumulative Voting	Management	N/A	Against	
7	Election of Directors	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
8	Approve Recasting of Votes for Amended Slate	Management	N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or Recasting of votes for amended slate and/or Instructions if meeting is held on second call.
9	Proportional Allocation of Cumulative Votes	Management	N/A	For	
10	Allocate Cumulative Votes to Dan Ioschpe	Management	N/A	For	
11	Allocate Cumulative Votes to Décio da Silva	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
12	Allocate Cumulative Votes to Harry Schmelzer Junior	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
13	Allocate Cumulative Votes to Martin Werninghaus	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
14	Allocate Cumulative Votes to Nildemar Secches	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
15	Allocate Cumulative Votes to Sérgio Luiz Silva Schwartz	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
16	Allocate Cumulative Votes to Tânia Conte Cosentino	Management	N/A	For	
17	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP; Remuneration - Vote Against when remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors.
18	Election of Supervisory Council	Management	For	Abstain	Board - Abstain when a more suitable director is available for election and the nominees are supportable candidates.
19	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against	Potential unknown nominees w/o shareholder approval
20	Elect Lucia Maria Martins Casasanta to the Supervisory Council Presented by Minority Shareholders	Management	For	For	
21	Supervisory Council Fees	Management	For	For	
22	Publication of Company Notices	Management	For	For	

### Weg S.A.

Meeting Date: 23.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Capitalization of Reserves w/o Share Issuance	Management	For	For	

### Yunnan Baiyao Group Co. Ltd.

Meeting Date: 23.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	2023 Allocation of Profits/Dividends	Management	For	For	
6	2024 Financial Budget	Management	For	Against	The company has not provided sufficient information.
7	2024 Related Party Transactions	Management	For	For	
8	Amendments to Procedural Rules: Board Meetings	Management	For	For	

### Allianz Technology Trust Plc

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Tim Scholefield	Management	For	For	
3	Elect Ekaterina Thomson	Management	For	For	
4	Elect Elisabeth Scott	Management	For	For	
5	Elect Neeta Patel	Management	For	For	
6	Elect Simon Davis	Management	For	For	
7	Appointment of Auditor	Management	For	For	
8	Authority to Set Auditor's Fees	Management	For	For	
9	Remuneration Policy	Management	For	For	
10	Remuneration Report	Management	For	For	
11	Adoption of New Articles	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights (Additional 10%)	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Additional 10%)	Management	For	For	

### Anheuser-Busch InBev SA/NV

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Allocation of Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Ratification of Board Acts	Management	For	For	
3	Elect Paul Cornet de Ways-Ruart to the Board of Directors	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards; Major shareholder is disproportionately represented
4	Elect Grégoire de Spoelberch to the Board of Directors	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards; Major shareholder is disproportionately represented
5	Ratification of Auditor's Acts	Management	For	For	
6	Elect M. Michele Burns to the Board of Directors	Management	For	For	
7	Elect Paulo Alberto Lemann to the Board of Directors	Management	For	For	
8	Elect Alexandre Van Damme to the Board of Directors	Management	For	Against	Board - Vote Against when the nomination committee is not sufficiently independent.
9	Elect Martin J. Barrington to the Board of Directors	Management	For	For	
10	Elect Salvatore Mancuso to the Board of Directors	Management	For	For	
11	Elect Alejandro Santo Domingo to the Board of Directors	Management	For	For	
12	Appointment of Auditor for Sustainability Reporting (FY2024)	Management	For	For	
13	Remuneration Report	Management	For	Against	Poor compensation structure/performance conditions; Insufficient response to shareholder dissent
14	Authorisation of Legal Formalities	Management	For	For	

### ASML Holding NV

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Management Board Acts	Management	For	For	
5	Ratification of Supervisory Board Acts	Management	For	For	
6	Long-Term Incentive Plan; Authority to Issue Shares	Management	For	For	
7	Elect Annet P. Aris to the Supervisory Board	Management	For	For	
8	Elect D. Mark Durcan to the Supervisory Board	Management	For	For	
9	Elect Warren A. East to the Supervisory Board	Management	For	For	
10	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Management	For	For	
11	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Management	For	For	
12	Authority to Repurchase Shares	Management	For	For	
13	Cancellation of Shares	Management	For	For	

Asa Abloy AB		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Agenda	Management	For	For	
3	Minutes	Management	For	For	
4	Compliance with the Rules of Convocation	Management	For	For	
5	Accounts and Reports	Management	For	For	
6	Allocation of Profits/Dividends	Management	For	For	
7	Ratification of Board Acts	Management	For	For	
8	Board Size	Management	For	For	
9	Directors' Fees	Management	For	For	
10	Authority to Set Auditor's Fees	Management	For	For	
11	Election of Directors	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
12	Appointment of Auditor	Management	For	For	
13	Remuneration Report	Management	For	Against	Concerns regarding pay structure, transparency and alignment between pay and performance
14	Authority to Repurchase and Reissue Shares	Management	For	For	The proposal requests creation of a new class of stock with unequal voting rights.
15	Adoption of Share-Based Incentives (LTIP 2024)	Management	For	For	

Atlas Copco AB		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Opening of Meeting; Election of Presiding Chair	Management	For	For	
2	Voting List	Management	For	For	
3	Agenda	Management	For	For	
4	Minutes	Management	For	For	
5	Compliance with the Rules of Convocation	Management	For	For	
6	Accounts and Reports	Management	For	For	
7	Ratification of Jumana Al Sibai	Management	For	For	
8	Ratification of Staffan Bohman	Management	For	For	
9	Ratification of Johan Forssell	Management	For	For	
10	Ratification of Heléne Mellquist	Management	For	For	
11	Ratification of Anna Ohlsson-Leijon	Management	For	For	
12	Ratification of Mats Rahmström	Management	For	For	
13	Ratification of Gordon Riske	Management	For	For	
14	Ratification of Hans Stråberg	Management	For	For	
15	Ratification of Peter Wallenberg Jr	Management	For	For	
16	Ratification of Mikael Bergstedt	Management	For	For	
17	Ratification of Benny Larsson	Management	For	For	
18	Ratification of Mats Rahmström (CEO)	Management	For	For	
19	Allocation of Profits/Dividends	Management	For	For	
20	Dividend Record Date	Management	For	For	
21	Board Size	Management	For	For	
22	Number of Auditors	Management	For	For	
23	Elect Jumana Al-Sibai	Management	For	For	
24	Elect Johan Forssell	Management	For	For	
25	Elect Heléne Mellquist	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
26	Elect Anna Ohlsson-Leijon	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent.
27	Elect Gordon Riske	Management	For	For	
28	Elect Hans Stråberg	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration committee is not independent.
29	Elect Peter Wallenberg Jr.	Management	For	For	
30	Elect Vagner Rego	Management	For	For	
31	Elect Karin Rådström	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
32	Elect Hans Stråberg as Chair	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration committee is not independent.
33	Appointment of Auditor	Management	For	For	
34	Directors' Fees	Management	For	For	
35	Authority to Set Auditor's Fees	Management	For	For	
36	Remuneration Report	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability.
37	Remuneration Policy	Management	For	For	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
38	Performance-based Personnel Option Plan 2024	Management	For	Against	Remuneration - Vote Against when the remuneration structure places excessive focus on short term performance

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
39	Authority to Repurchase Shares Pursuant to Personnel Option Plan 2024	Management	For	Against	Personnel Option Plan 2024 not supported
40	Authority to Repurchase Shares Pursuant to Directors' Fees	Management	For	For	
41	Authority to Issue Treasury Shares Pursuant to Personnel Option Plan 2024	Management	For	Against	Personnel Option Plan 2024 not supported
42	Authority to Issue Treasury Shares Pursuant to Directors' Fees	Management	For	For	
43	Authority to Issue Shares Pursuant to POP 2017, 2018, 2019, 2020, and 2021	Management	For	For	

### Bank Of America Corp.

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sharon L. Allen	Management	For	For	
2	Elect José E. Almeida	Management	For	For	
3	Elect Pierre J. P. de Weck	Management	For	For	
4	Elect Arnold W. Donald	Management	For	For	
5	Elect Linda P. Hudson	Management	For	For	
6	Elect Monica C. Lozano	Management	For	For	
7	Elect Brian T. Moynihan	Management	For	For	
8	Elect Lionel L. Nowell, III	Management	For	For	
9	Elect Denise L. Ramos	Management	For	For	
10	Elect Clayton S. Rose	Management	For	For	
11	Elect Michael D. White	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
12	Elect Thomas D. Woods	Management	For	For	
13	Elect Maria T. Zuber	Management	For	Against	Affiliate/Insider on nominating/governance committee
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability; Remuneration - Vote Against when substantial one-off payments are made without performance criteria
15	Ratification of Auditor	Management	For	For	
16	Amendment to the Bank of America Corporation Equity Plan	Management	For	For	
17	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
18	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Commitment	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
19	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
20	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO
21	Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	Shareholder	Against	For	SHP Environment - vote for when proposal requests company to provide information on matters that might have a present or future impact on companies' value drivers, shareholder value creation and on the society and environment as a whole
22	Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	Shareholder	Against	For	SHP Remuneration - Vote For when proposal requests company to adjust executive pay program to reflect overall employee experience e.g. during layoffs

### BorgWarner Inc

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
2	Ratification of Auditor	Management	For	For	
3	Elect Sara A. Greenstein	Management	For	For	
4	Elect Michael S. Hanley	Management	For	For	
5	Elect Frédéric B. Lissalde	Management	For	For	
6	Elect Shaun E. McAlmont	Management	For	For	
7	Elect Deborah D. McWhinney	Management	For	For	
8	Elect Alexis P. Michas	Management	For	For	
9	Elect Sailaja K. Shankar	Management	For	For	
10	Elect Hau N. Thai-Tang	Management	For	For	

### British American Tobacco Plc

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Véronique Laury	Management	For	For	
2	Elect J. Darrell Thomas	Management	For	For	
3	Elect Murray S. Kessler	Management	For	For	
4	Elect Serpil Timuray	Management	For	For	
5	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
6	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
8	Authority to Repurchase Shares	Management	For	For	
9	Remuneration Report	Management	For	For	
10	Appointment of Auditor	Management	For	For	
11	Authority to Set Auditor's Fees	Management	For	For	
12	Elect Luc Jobin	Management	For	For	
13	Elect Tadeu Marroco	Management	For	For	
14	Elect Krishnan Anand	Management	For	For	
15	Elect Karen Guerra	Management	For	For	
16	Elect Holly K. Koepfel	Management	For	For	
17	Accounts and Reports	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Croda International plc

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Amendment to Performance Share Plan	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Chris Good	Management	For	For	
6	Elect Danuta Gray	Management	For	For	
7	Elect Louisa Burdett	Management	For	For	
8	Elect Roberto Cirillo	Management	For	For	
9	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
10	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
11	Appointment of Auditor	Management	For	For	
12	Authority to Set Auditor's Fees	Management	For	For	
13	Elect Jacqui Ferguson	Management	For	For	
14	Elect Steve E. Fouts	Management	For	For	
15	Elect Julie Kim	Management	For	For	
16	Elect Keith Layden	Management	For	For	
17	Elect Nawal Ouzren	Management	For	For	
18	Elect John Ramsay	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	

### Eiffage

Meeting Date: 24.04.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authorisation of Legal Formalities	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Consolidated Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Special Auditors Report on Regulated Agreements	Management	For	For	
6	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For	Against	Audit/Financials - Vote Against when the tenure of the auditor is not in line with market best practice
7	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	
8	Elect Méka Brunel	Management	For	For	
9	2024 Remuneration Policy (Board of Directors)	Management	For	For	
10	2024 Remuneration Policy (Chair and CEO)	Management	For	For	
11	2023 Remuneration Report	Management	For	For	
12	2023 Remuneration of Benoît de Ruffray, Chair and CEO	Management	For	For	
13	Authority to Repurchase and Reissue Shares	Management	For	For	
14	Authority to Cancel Shares and Reduce Capital	Management	For	For	
15	Authority to Increase Capital Through Capitalisations	Management	For	For	
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital in Case of Exchange Offer	Management	For	For	
18	Authority to Issue Shares and/or Convertible Debt Through Private Placement	Management	For	For	
19	Greenshoe	Management	For	For	
20	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
21	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	
22	Employee Stock Purchase Plan	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
23	Authority to Issue Performance Shares	Management	For	For	

### Goldman Sachs Group, Inc.

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Report on Harassment and Discrimination	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
2	Shareholder Proposal Regarding Environmental Justice Impact Assessment	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
3	Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks.
4	Shareholder Proposal Regarding Proxy Voting Review	Shareholder	Against	Against	SHP - Vote Against when there are concerns regarding the objective of the proposal. Goldman Sachs Asset Management's UK Stewardship Code Report provides relevant insights into how the company ensures its voting policy enables effective stewardship, how it takes client and beneficiary needs into account and reflects these in stewardship and investment, and how it approaches ESG and stewardship integration. In addition, the shareholder proposal requests that the board of directors provide recommendations for strengthening voting guidelines on climate-related issues. We believe that the main stakeholders to which such a review should be presented are the beneficial owners of the investment vehicles.
5	Shareholder Proposal Regarding Audited Report on Financial Statement Assumptions Regarding Climate Change	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
6	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when proposal request company to increase disclosure & transparency on compensation practices
7	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	Abstain	Proposal withdrawn by proponent
8	Elect Lakshmi N. Mittal	Management	For	For	
9	Elect Thomas K. Montag	Management	For	For	
10	Elect Peter Oppenheimer	Management	For	For	
11	Elect David M. Solomon	Management	For	For	
12	Elect Jan E. Tighe	Management	For	For	
13	Elect David A. Viniar	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Pay for performance disconnect
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies' ESG efforts.
17	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
18	Elect M. Michele Burns	Management	For	For	
19	Elect Mark Flaherty	Management	For	For	
20	Elect Kimberley Harris	Management	For	For	
21	Elect Kevin R. Johnson	Management	For	For	
22	Elect Ellen J. Kullman	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.

### Greencoat UK Wind Plc

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Dividend Policy	Management	For	For	
4	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
5	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
6	Elect Lucinda Riches	Management	For	For	
7	Elect Caoimhe Giblin	Management	For	For	
8	Elect Nick Winsor	Management	For	For	
9	Elect James Isaac Smith	Management	For	For	
10	Elect Abigail Rotheroe	Management	For	For	
11	Amendments to Articles (NED fees)	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Additional 10%)	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	
16	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
17	Discontinuation of Investment Trust	Management	Against	Against	

Grupo Aeroportuario Del Sureste S.A.		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Report of the CEO and Auditor	Management	For	For	
2	Report of the Board Regarding Accounting Principles	Management	For	For	
3	Report of the Board's Activities and Operations	Management	For	For	
4	Financial Statements	Management	For	For	
5	Report of the Audit Committee	Management	For	For	
6	Report on Tax Compliance	Management	For	For	
7	Authority to Increase Legal Reserve	Management	For	For	
8	Allocation of Dividends	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Ratification of Board and CEO Acts	Management	For	For	
11	Elect Fernando Chico Pardo	Management	For	For	
12	Elect José Antonio Pérez Antón	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent; Board - Vote Against when the nomination committee is not sufficiently independent.
13	Elect Pablo Chico Hernández	Management	For	For	
14	Elect Aurelio Pérez Alonso	Management	For	For	
15	Elect Rasmus Christiansen	Management	For	For	
16	Elect Francisco Garza Zambrano	Management	For	For	
17	Elect Ricardo Guajardo Touché	Management	For	For	
18	Elect Guillermo Ortiz Martínez	Management	For	For	
19	Elect Bárbara Garza Lagüera Gonda	Management	For	For	
20	Elect Heliane Steden	Management	For	For	
21	Elect Diana M. Chávez	Management	For	For	
22	Elect Rafael Robles Miaja as Board Secretary	Management	For	For	
23	Elect Ana María Poblanno Chanona as Board Deputy Secretary	Management	For	For	
24	Elect Ricardo Guajardo Touché as Audit Committee Chair	Management	For	For	
25	Elect Bárbara Garza Lagüera Gonda as Chair of the Nominations and Remuneration Committee	Management	For	For	
26	Elect Fernando Chico Pardo as Member of the Nominations and Remuneration Committee	Management	For	For	
27	Elect José Antonio Pérez Antón as Member of the Nominations and Remuneration Committee	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent; Board - Vote Against when the nomination committee is not sufficiently independent.
28	Directors' Fees	Management	For	For	
29	Operation Committee's Fees	Management	For	For	
30	Nominations and Remuneration Committee's Fees	Management	For	For	
31	Audit Committee's Fees	Management	For	For	
32	Acquisitions Committee's Fees	Management	For	For	
33	Election of Claudio R. Góngora Morales as Meeting Delegate	Management	For	For	
34	Election of Rafael Robles Miaja as Meeting Delegate	Management	For	For	
35	Election of Ana María Poblanno Chanona as Meeting Delegate	Management	For	For	

Hong Kong Exchanges and Clearing Ltd.		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Nicholas Charles Allen	Management	For	For	
3	Elect Anna CHEUNG Ming Ming	Management	For	For	
4	Elect ZHANG Yichen	Management	For	For	
5	Appointment of Auditor and Authority to Set Fees	Management	For	For	
6	Authority to Repurchase Shares	Management	For	For	
7	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

Intesa Sanpaolo Spa		Meeting Date: 24.04.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Cancellation of Shares	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Remuneration Policy	Management	For	For	
5	Remuneration Report	Management	For	For	
6	2024 Annual Incentive Plan	Management	For	For	
7	Authority to Repurchase Shares	Management	For	For	
8	Authority to Repurchase and Reissue Shares to Service Incentive Plans	Management	For	For	
9	Authority to Repurchase and Reissue Shares	Management	For	For	

Newmont Corp		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect René Medori	Management	For	For	
2	Elect Jane Nelson	Management	For	For	
3	Elect Thomas Palmer	Management	For	For	
4	Elect Julio M. Quintana	Management	For	For	
5	Elect Susan N. Story	Management	For	For	
6	Advisory Vote on Executive Compensation	Management	For	For	
7	Elect Maura J. Clark	Management	For	For	
8	Elect Emma Fitzgerald	Management	For	For	
9	Elect Gregory H. Boyce	Management	For	For	
10	Elect Bruce R. Brook	Management	For	For	
11	Elect Sally-Anne Layman	Management	For	For	
12	Elect José Manuel Madero Garza	Management	For	For	
13	Elect Philip Aiken	Management	For	For	
14	Ratification of Auditor	Management	For	For	

PNC Financial Services Group Inc		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of the 2025 Employee Stock Purchase Plan	Management	For	For	
2	Shareholder Proposal Regarding Report on Human Rights Due Diligence in Project Financing	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
3	Ratification of Auditor	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Critical, Transparency & Accountability and Structure factors
5	Elect Linda R. Medler	Management	For	For	
6	Elect Robert A. Niblock	Management	For	For	
7	Elect Martin Pfinsgraff	Management	For	For	
8	Elect Bryan S. Salesky	Management	For	For	
9	Elect Joseph Alvarado	Management	For	For	
10	Elect Debra A. Cafaro	Management	For	For	
11	Elect Marjorie Rodgers Cheshire	Management	For	For	
12	Elect William S. Demchak	Management	For	For	
13	Elect Andrew T. Feldstein	Management	For	For	
14	Elect Richard J. Harshman	Management	For	For	
15	Elect Daniel R. Hesse	Management	For	For	
16	Elect Renu Khator	Management	For	For	

Prada S.p.A.		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Board Size; Board Term Length	Management	For	For	
4	Elect Patrizio Bertelli	Management	For	For	
5	Elect Paolo Zannoni	Management	For	For	
6	Elect Andrea Guerra	Management	For	For	
7	Elect Miuccia Prada Bianchi	Management	For	Against	Board - Vote Against when there are clear concerns regarding the past performance of one or more nominees, including repeated absence at board meetings, criminal behavior or breaches of fiduciary responsibilities.
8	Elect Andrea Bonini	Management	For	For	
9	Elect Lorenzo Bertelli	Management	For	For	
10	Elect Yoël Zaoui	Management	For	For	
11	Elect Marina Sylvia Caprotti	Management	For	Against	Board - Vote Against when there are clear concerns regarding the past performance of one or more nominees, including repeated absence at board meetings, criminal behavior or breaches of fiduciary responsibilities.
12	Elect Pamela Yvonne Culpepper	Management	For	For	
13	Elect Anna Maria Rugarli	Management	For	For	
14	Elect Cristiana Ruella	Management	For	For	
15	Election of Patrizio Bertelli as Chair	Management	For	For	
16	Directors' Fees	Management	For	For	
17	Elect Roberto Spada as Effective Statutory Auditor	Management	For	Against	Board - Vote Against when the board of statutory auditors is not sufficiently independent.
18	Elect Maria Luisa Mosconi as Effective Statutory Auditor	Management	For	For	
19	Elect Patrizia Arienti as Effective Statutory Auditor	Management	For	For	
20	Elect Stefania Bettoni as Alternate Statutory Auditor	Management	For	For	
21	Elect Cristiano Proserpio as Alternate Statutory Auditor	Management	For	For	
22	Statutory Auditors' Fees	Management	For	For	
23	Elect Roberto Spada	Management	For	Against	Board - Vote Against when the board of statutory auditors is not sufficiently independent.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
24	Elect Maria Luisa Mosconi	Management	For	For	
25	Elect Patrizia Arienti	Management	For	Abstain	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate.
26	Elect Roberto Spada	Management	For	Against	Board - Vote Against when the board of statutory auditors is not sufficiently independent.
27	Elect Maria Luisa Mosconi	Management	For	For	
28	Elect Roberto Spada	Management	For	Against	Board - Vote Against when the board of statutory auditors is not sufficiently independent.
29	Elect Patrizia Arienti	Management	For	For	
30	Elect Maria Luisa Mosconi	Management	For	For	
31	Elect Patrizia Arienti	Management	For	Abstain	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate.

### Primary Health Prop.

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Dividend Policy	Management	For	For	
6	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
7	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
8	Elect Harry Hyman	Management	For	Against	Outgoing CEO becoming chair
9	Elect Richard Howell	Management	For	For	
10	Elect Laure Duhot	Management	For	For	
11	Elect Ian Krieger	Management	For	For	
12	Elect Ivonne Cantu	Management	For	For	
13	Elect Mark Davies	Management	For	For	
14	Elect Bina Rawal	Management	For	For	
15	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Serco Group plc

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect John Rishton	Management	For	For	
6	Elect Mark Irwin	Management	For	For	
7	Elect Nigel Crossley	Management	For	For	
8	Elect Kirsty Bashforth	Management	For	For	
9	Elect Krupali Desai	Management	For	For	
10	Elect Ian El-Mokadem	Management	For	For	
11	Authority to Set Auditor's Fees	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Elect Tim Lodge	Management	For	For	
14	Elect Dame Susan Owen	Management	For	For	
15	Elect Lynne Peacock	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Sociedad Quimica Y Minera de Chile S.A.

Meeting Date: 24.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding the Legal Structure of the Partnership	Shareholder	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Shareholder Proposal Regarding Disclosure of the Status of Negotiations between Company and Codelco	Shareholder	For	For	
3	Shareholder Proposal Regarding Management's Opinion on the Merits, Opportunities, Advantages, Disadvantages and Risks of the Partnership with Codelco	Shareholder	For	For	

### UBS Group AG

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor	Management	For	For	
2	Appointment of Special Auditor	Management	For	For	
3	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise
4	Elect Fred HU Zulu	Management	For	For	
5	Elect Mark Hughes	Management	For	For	
6	Elect Nathalie Rachou	Management	For	For	
7	Elect Julie G. Richardson	Management	For	For	
8	Elect Jeanette Wong	Management	For	For	
9	Elect Gail P. Kelly	Management	For	For	
10	Elect Julie G. Richardson as Compensation Committee Member	Management	For	For	
11	Elect Jeanette Wong as Compensation Committee Member	Management	For	For	
12	Elect Fred HU Zulu as Compensation Committee Member	Management	For	For	
13	Board Compensation (Retrospective Increase)	Management	For	For	
14	Board Compensation (2024-2025 AGM)	Management	For	For	
15	Executive Compensation (Variable)	Management	For	For	
16	Executive Compensation (Fixed)	Management	For	For	
17	Appointment of Independent Proxy	Management	For	For	
18	Accounts and Reports	Management	For	For	
19	Compensation Report	Management	For	For	
20	Report on Non-Financial Matters	Management	For	For	
21	Allocation of Profits; Dividend from Reserves	Management	For	For	
22	Introduction of Capital Pool for Conversion of AT1 Instruments	Management	For	For	
23	Ratification of Board and Management Acts (Excluding Credit Suisse Group AG's Board and Management until June 12, 2023)	Management	For	For	
24	Elect Thomas Colm Kelleher as Board Chair	Management	For	For	
25	Elect Lukas Gähwiler	Management	For	For	
26	Elect Jeremy Anderson	Management	For	For	
27	Elect Claudia Böckstiegel	Management	For	For	
28	Elect William C. Dudley	Management	For	For	
29	Elect Patrick Firmenich	Management	For	For	

### Vitesco Technologies Group AG

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratify Thomas Stierle	Management	For	For	
2	Ratify Siegfried Wolf	Management	For	For	
3	Ratify Kerstin Dickert	Management	For	For	
4	Ratify Manfred Eibeck	Management	For	For	
5	Ratify Carsten Bruns	Management	For	For	
6	Ratify Hans-Jörg Bullinger	Management	For	For	
7	Allocation of Dividends	Management	For	For	
8	Ratify Andreas Wolf	Management	For	For	
9	Ratify Werner Volz	Management	For	For	
10	Ratify Sabine Nitzsche	Management	For	For	
11	Ratify Ingo Holstein	Management	For	For	
12	Ratify Stephan Rölleke	Management	For	For	
13	Ratify Klaus Hau	Management	For	For	
14	Ratify Lothar Galli	Management	For	For	
15	Ratify Yvonne Hartmetz	Management	For	For	
16	Ratify Susanne Heckelsberger	Management	For	For	
17	Ratify Lisa Hinrichsen	Management	For	For	
18	Ratify Joachim Hirsch	Management	For	For	
19	Ratify Sabina Jeschke	Management	For	For	
20	Ratify Michael Köppl	Management	For	For	
21	Ratify Erwin Löffler	Management	For	For	
22	Ratify Klaus Rosenfeld	Management	For	For	
23	Ratify Georg F. W. Schaeffler	Management	For	For	
24	Ratify Ralf Schamel	Management	For	For	
25	Ratify Kirsten Vörkel	Management	For	For	
26	Ratify Anne Zeumer	Management	For	For	
27	Appointment of Auditor	Management	For	For	
28	Remuneration Report	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
29	Management Board Remuneration Policy	Management	For	Against	Poor overall design
30	Supervisory Board Remuneration Policy	Management	For	For	
31	Merger with Schaeffler AG	Management	For	For	

### Woodside Energy Group Ltd

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Richard J. Goyder	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
2	Elect Ashok Belani	Management	For	For	
3	REMUNERATION REPORT	Management	For	For	
4	Equity Grant (MD/CEO Meg O'Neill)	Management	For	For	
5	Approval of Potential Termination Benefits	Management	For	For	
6	Approval of Climate Transition Action Plan and 2023 Progress Report	Management	For	Against	The company has continued to propose a grossly inadequate climate plan, despite ongoing investor opposition. Their scope 1&2 targets lag peers in the medium term and rely heavily on the use of offsets. The company has also failed to set a scope 3 target and is instead developing several significant fossil fuel projects that will increase their scope 3 emissions significantly. Despite some token investments into low carbon projects it is clear that Woodside continue to underestimate transition and climate risks and is not adequately managing them.

### Admiral Group

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Mike Rogers	Management	For	For	
6	Elect Milena Mondini-De-Focatiis	Management	For	For	
7	Elect Geraint Jones	Management	For	For	
8	Elect Evelyn Bourke	Management	For	For	
9	Elect Michael Brierley	Management	For	For	
10	Elect Andrew Crossley	Management	For	For	
11	Elect Karen Green	Management	For	For	
12	Elect Fiona Muldoon	Management	For	For	
13	Elect Jayaprakasa Rangaswami	Management	For	For	
14	Elect Justine Roberts	Management	For	For	
15	Elect Bill Roberts	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Athens International Airport S.A.

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Extraordinary Bonus through Profit Distribution	Management	For	Against	Concerning pay practices
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Board and Auditor's Acts	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	

### Ayala Land Inc.

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CALL TO ORDER	Management	For	For	
2	Proof of Notice and Determination of Quorum	Management	For	For	
3	Meeting Minutes	Management	For	For	
4	Accounts and Reports	Management	For	For	
5	Ratification of Board Acts	Management	For	For	
6	Merger by Absorption between Parent and Subsidiary	Management	For	For	
7	Elect Jaime Augusto Zobel de Ayala	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Anna DY Maria Margarita Bautista	Management	For	For	
9	Elect Cezar Peralta Consing	Management	For	For	
10	Elect Fernando Zobel de Ayala	Management	For	For	
11	Elect Surendra M. Menon	Management	For	For	
12	Appointment of Auditor and Authority to Set Fees	Management	For	For	
13	Transaction of Other Business	Management	For	Against	Granting unfettered discretion is unwise
14	Right to Adjourn Meeting	Management	For	For	
15	Elect Mariana Zobel de Ayala	Management	For	For	
16	Elect Rex Ma. A. Mendoza	Management	For	For	
17	Elect Cesar V. Purisima	Management	For	For	
18	Elect Daniel Gabriel M. Montecillo	Management	For	For	

### B3 S.A. - Brasil Bolsa Balcao

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Request Establishment of Supervisory Council	Management	N/A	For	
3	Election of Supervisory Council	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Remuneration Policy	Management	For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. The company has not disclosed a maximum award level.
6	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against	Potential unknown nominees w/o shareholder approval
7	Supervisory Council Fees	Management	For	For	

### B3 S.A. - Brasil Bolsa Balcao

Meeting Date: 25.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles (Corporate Purpose)	Management	For	For	
2	Amendments to Article 5 (Reconciliation of Share Capital)	Management	For	For	
3	Amendments to Articles (Transfer of duties)	Management	For	For	
4	Amendment to Article 37 (Management Board Duties)	Management	For	For	
5	Amendments to Article 37 (Management Board Duties)	Management	For	For	
6	Amendments to Article 29 (Board of Directors Duties)	Management	For	For	
7	Amendments to Article 37 (Management Board Duties)	Management	For	For	
8	Amendments to Article 35 (CEO Duties)	Management	For	For	
9	Amendments to Articles	Management	For	For	
10	Consolidation of Articles	Management	For	For	

### Basf SE

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of Supervisory Board Acts	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Appointment of Auditor	Management	For	For	
4	Elect Stefan Asenkerschbaumer	Management	For	For	
5	Elect Kurt Bock	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
6	Elect Thomas Carell	Management	For	For	
7	Elect Liming Chen	Management	For	For	
8	Elect Alessandra Genco	Management	For	For	
9	Elect Tamara Weinert	Management	For	For	
10	Increase in Authorised Capital	Management	For	For	
11	Allocation of Dividends	Management	For	For	
12	Management Board Remuneration Policy	Management	For	For	
13	Supervisory Board Remuneration Policy	Management	For	For	
14	Remuneration Report	Management	For	Against	Excessive termination package

### Beazley Plc

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares	Management	For	For	
2	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
3	Elect Robert Stuchbery	Management	For	For	
4	Elect Carolyn Johnson	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Authority to Set Auditor's Fees	Management	For	For	
7	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Sally Michelle Lake	Management	For	For	
10	Elect Fiona Muldoon	Management	For	For	
11	Elect John Reizenstein	Management	For	For	
12	Elect Cecilia Reyes Leuzinger	Management	For	For	
13	Accounts and Reports	Management	For	For	
14	Remuneration Report	Management	For	For	
15	Dividend	Management	For	For	
16	Elect Rajesh Agrawal	Management	For	For	
17	Elect Clive Bannister	Management	For	For	
18	Elect Adrian P. Cox	Management	For	For	
19	Elect Pierre-Olivier Desaulle	Management	For	For	
20	Elect Nicola Hodson	Management	For	For	

<b>BP plc</b>		<b>Meeting Date: 25.04.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect Helge Lund	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
4	Elect Murray Auchincloss	Management	For	For	
5	Elect Katherine Anne Thomson	Management	For	For	
6	Elect Melody B. Meyer	Management	For	For	
7	Elect Tushar Morzaria	Management	For	For	
8	Elect Amanda J. Blanc	Management	For	For	
9	Elect Pamela Daley	Management	For	For	
10	Elect Hina Nagarajan	Management	For	For	
11	Elect Satish Pai	Management	For	For	
12	Elect Karen A. Richardson	Management	For	For	
13	Elect Johannes Teysen	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
17	Renewal of Scrip Dividend	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Caixa Seguridade Participacoes S.A.</b>		<b>Meeting Date: 25.04.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
4	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or Recasting of votes for amended slate and/or Instructions if meeting is held on second call

<b>Caixa Seguridade Participacoes S.A.</b>		<b>Meeting Date: 25.04.2024</b>		<b>Meeting Type: Special</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Francisco Egídio Pelúcio Martins	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
2	Ratification of Co-Option of Humberto José Teófilo Magalhães	Management	For	For	
3	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or Recasting of votes for amended slate and/or Instructions if meeting is held on second call

<b>CapitaLand Investment Limited</b>		<b>Meeting Date: 25.04.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase and Reissue Shares	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Directors' Fees	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Anthony LIM Weng Kin	Management	For	For	
6	Elect LEE Chee Koon	Management	For	For	
7	Elect Judy HSU Chung Wei	Management	For	For	
8	Elect Belita ONG	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	For	
10	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
11	Authority to Grant Awards and Issue Shares under Equity Incentive Plans	Management	For	For	

### Chemical Works of Gedeon Richter Plc.

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Vote Counting Device	Management	For	For	
2	Recording Device for Meeting	Management	For	For	
3	Election of Presiding Chair and Individuals to Keep Minutes	Management	For	For	
4	Financial Statements (Consolidated)	Management	For	For	
5	Directors' Report	Management	For	For	
6	Financial Statements	Management	For	For	
7	Allocation of Dividends	Management	For	For	
8	Corporate Governance Report	Management	For	For	
9	Amendments to Remuneration Policy (2021-2024)	Management	For	Against	Remuneration - Vote Against when the remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors.
10	Remuneration Policy (2025-2028)	Management	For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan; Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
11	Remuneration Report	Management	For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan; Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
12	Amendments to Article 2	Management	For	For	
13	Amendments to Article 8.3	Management	For	For	
14	Amendments to Article 9.7b	Management	For	For	
15	Amendments to Article 11.2.10	Management	For	Against	Changes to Company Statutes - Vote Against when the proposed amendments are not in the best interests of minority shareholders.
16	Amendments to Article 11.5.3	Management	For	For	
17	Amendments to Article 14.2	Management	For	Against	Changes to Company Statutes - Vote Against when the proposed amendments are not in the best interests of minority shareholders.
18	Directors' Report on Acquired Treasury Shares	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Elect Nandor P. Acs	Management	For	For	
21	Elect Anett Pandurics	Management	For	For	
22	Elect Balint Szecsenyi	Management	For	For	
23	Elect Jonathán Róbert Bedros	Management	For	For	
24	Elect Livia Pavlik	Management	For	For	
25	Elect Dale Andre Martin	Management	For	For	
26	Elect Krisztina Gal	Management	For	For	
27	Elect Ferenc Sallai	Management	For	For	
28	Elect Jonathán Róbert Bedros	Management	For	For	
29	Elect Livia Pavlik	Management	For	For	
30	Elect Dale Andre Martin	Management	For	For	
31	Board of Directors Fees (Chair and Members)	Management	For	Against	Increase is excessive
32	Board of Directors Fees (Committee Meeting Fee)	Management	For	For	
33	Board of Directors Fees (Share Remuneration)	Management	For	Against	Remuneration - Vote Against when the remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors.
34	Supervisory Board Fees (Chair and Members)	Management	For	Against	Increase is excessive
35	Supervisory Board Fees (Chair Meeting Fee)	Management	For	For	
36	Audit Committee Fees	Management	For	For	
37	Appointment of Auditor	Management	For	For	
38	Authority to Set Auditor's Fees	Management	For	For	

### CLS Holdings

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lennart Sten	Management	For	For	
2	Elect Anna Seeley	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent; Board - Vote Against when the board fails to incorporate basic considerations for gender diversity; Board - Vote Against when the nominating committee is not sufficiently independent.
3	Accounts and Reports	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Final Dividend	Management	For	For	
6	Elect Eva Lindqvist	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Bengt F. Mortstedt	Management	For	For	
8	Appointment of Auditor	Management	For	For	
9	Authority to Set Auditor's Fees	Management	For	For	
10	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
11	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
12	Authority to Repurchase Shares	Management	For	For	
13	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
14	Elect Fredrik Widlund	Management	For	For	
15	Elect Andrew Kirkman	Management	For	For	
16	Elect Elizabeth Edwards	Management	For	For	
17	Elect Bill Holland	Management	For	For	

<b>Danone</b>	<b>Meeting Date: 25.04.2024</b>	<b>Meeting Type: Mix</b>
---------------	---------------------------------	--------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Elect Gilbert Ghostine	Management	For	For	
5	Elect Lise Kingo	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
6	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	
7	2023 Remuneration Report	Management	For	For	
8	2023 Remuneration of Antoine Saint-Affrique, CEO	Management	For	For	
9	2023 Remuneration of Gilles Schnepp, Chair	Management	For	For	
10	2024 Remuneration Policy (Executives)	Management	For	For	
11	2024 Remuneration Policy (Chair)	Management	For	For	
12	2024 Remuneration Policy (Board of Directors)	Management	For	For	
13	Authority to Repurchase and Reissue Shares	Management	For	For	
14	Stock Purchase Plan for Overseas Employees	Management	For	For	
15	Amendment to Articles Regarding the Removal of Voting Rights Cap	Management	For	For	
16	Authorisation of Legal Formalities	Management	For	For	

<b>Fuyao Glass Industry Group Co Ltd</b>	<b>Meeting Date: 25.04.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Annual Report	Management	For	For	
6	Appointment of Domestic Auditor and Authority to Set Fees	Management	For	For	
7	Appointment of Overseas Auditor and Authority to Set Fees	Management	For	For	
8	Independent Directors' Report	Management	For	For	
9	Amendments to Articles	Management	For	For	
10	Amendments to the Rules of Procedure of General Meeting	Management	For	For	
11	Amendments to the Rules of Procedure for the Board of Directors	Management	For	For	
12	Amendments to the Independent Directorship System	Management	For	For	
13	Amendments to the Independent Directors On-site Working System	Management	For	For	
14	Dividend Distribution Plan for Shareholders for the Upcoming Three Years (2024-2026)	Management	For	For	

<b>GCC S.A.B. de C.V</b>	<b>Meeting Date: 25.04.2024</b>	<b>Meeting Type: Annual</b>
--------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Minutes	Management	For	For	
2	Election of Directors; Election of Committee Chair; Fees	Management	For	For	
3	Election of Meeting Delegates	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Authority to Repurchase Shares	Management	For	Against	The company has not provided sufficient information.
6	Accounts and Reports	Management	For	Against	The company has not provided sufficient information.
7	Ratification of Board and Management Acts	Management	For	Against	The company has not provided sufficient information.

<b>Greek Organisation Of Football Prognostics S.A.</b>	<b>Meeting Date: 25.04.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Increase Capital through Capitalizations	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Capital Repayment; Decrease in Share Par Value	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Ratification of Board and Auditor's Acts	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Allocation of Dividends	Management	For	For	
7	2023 Annual Bonus Plan	Management	For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
8	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP; The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
9	Amendments to Article 5 (Share Capital)	Management	For	For	

### Heineken Holdings

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Authority to Repurchase Shares	Management	For	For	
3	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
4	Accounts and Reports	Management	For	For	
5	Ratification of Board Acts	Management	For	For	
6	Authority to Suppress Preemptive Rights	Management	For	For	
7	Remuneration Policy	Management	For	For	
8	Elect Jean-François M. L. van Boxmeer to the Board of directors	Management	For	Against	Board is not sufficiently independent; Controlled company but expect board independence to be in line with free float.
9	Appointment of Auditor	Management	For	For	

### Heineken N.V

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Management Board Acts	Management	For	For	
5	Ratification of Supervisory Board Acts	Management	For	For	
6	Authority to Repurchase Shares	Management	For	For	
7	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
8	Authority to Suppress Preemptive Rights	Management	For	For	
9	Management Board Remuneration Policy	Management	For	For	
10	Supervisory Board Remuneration Policy	Management	For	For	
11	Supervisory Board Fees (FY2024)	Management	For	For	
12	Elect Dolf van den Brink to the Management Board	Management	For	For	
13	Elect Jean-Marc Huët	Management	For	For	
14	Elect Pamela Mars-Wright	Management	For	For	
15	Elect Peter T.F.M. Wennink	Management	For	For	
16	Appointment of Auditor	Management	For	For	

### Hikma Pharmaceuticals Plc

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
3	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
4	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
5	Authority to Repurchase Shares	Management	For	For	
6	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
7	Waiver of Mandatory Takeover Requirement (Share Repurchases)	Management	For	For	
8	Waiver of Mandatory Takeover Requirement (Existing Awards Grant)	Management	For	For	
9	Waiver of Mandatory Takeover Requirement (2024 Awards Grant)	Management	For	For	
10	Waiver of Mandatory Takeover Requirement (2025 Awards Grant)	Management	For	For	
11	Elect John Castellani	Management	For	For	
12	Elect Nina Henderson	Management	For	For	
13	Elect Cynthia Flowers	Management	For	For	
14	Elect Douglas Hurt	Management	For	For	
15	Elect Laura Balan	Management	For	For	
16	Elect Deneen Vojta	Management	For	For	
17	Elect Victoria Hull	Management	For	For	
18	Elect Ali Al-Husry	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
19	Elect Said Darwazah	Management	For	For	
20	Elect Mazen Darwazah	Management	For	For	
21	Authority to Set Auditor's Fees	Management	For	For	
22	Elect Riad Mishlawi	Management	For	For	
23	Final Dividend	Management	For	For	
24	Appointment of Auditor	Management	For	For	
25	Accounts and Reports	Management	For	For	

### Johnson & Johnson

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Darius Adamczyk	Management	For	For	
2	Elect Mary C. Beckerle	Management	For	For	
3	Elect D. Scott Davis	Management	For	For	
4	Elect Jennifer A. Doudna	Management	For	For	
5	Elect Joaquin Duato	Management	For	For	
6	Elect Marilyn A. Hewson	Management	For	For	
7	Elect Paula A. Johnson	Management	For	For	
8	Elect Hubert Joly	Management	For	For	
9	Elect Mark B. McClellan	Management	For	For	
10	Elect Anne M. Mulcahy	Management	For	For	
11	Elect Mark A. Weinberger	Management	For	For	
12	Elect Nadja Y. West	Management	For	For	
13	Elect Eugene A. Woods	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts
17	Shareholder Proposal Regarding Patent Exclusivities	Shareholder	Against	Abstain	Proposal withdrawn

### Kering

Meeting Date: 25.04.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Giovanna Melandri	Management	For	For	
2	Elect Dominique D'Hinnin	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Ratification of Co-Option of Maureen Chiquet	Management	For	For	
5	Election Jean-Pierre Denis	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent.
6	Elect Rachel Duan	Management	For	For	
7	Accounts and Reports	Management	For	For	
8	Consolidated Accounts and Reports	Management	For	For	
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
10	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	
11	Related Party Transactions (Maureen Chiquet)	Management	For	For	
12	2023 Remuneration Report	Management	For	For	
13	2023 Remuneration of François-Henri Pinault, Chair and CEO	Management	For	For	
14	2023 Remuneration of Jean-François Palus, Former Deputy CEO (Until October 3, 2023)	Management	For	For	
15	2024 Remuneration Policy (Executive)	Management	For	For	
16	2024 Remuneration Policy (Board of Directors)	Management	For	For	
17	Authority to Repurchase and Reissue Shares	Management	For	For	
18	Authority to Issue Performance Shares	Management	For	For	
19	Employee Stock Purchase Plan	Management	For	For	
20	Stock Purchase Plan for Overseas Employees	Management	For	For	
21	Authorisation of Legal Formalities	Management	For	For	

### London Stock Exchange Group

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Remuneration Policy	Management	For	For	
5	Elect Dominic Blakemore	Management	For	For	
6	Elect Martin Brand	Management	For	For	
7	Elect Kathleen DeRose	Management	For	For	
8	Elect Tsega Gebreyes	Management	For	For	
9	Elect Scott Guthrie	Management	For	For	
10	Elect Cressida Hogg	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Val Rahmani	Management	For	For	
12	Elect Don Robert	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
13	Elect David Schwimmer	Management	For	For	
14	Elect William Vereker	Management	For	For	
15	Elect Michel-Alain Proch	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
20	Equity Incentive Plan	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
22	Authority to Repurchase Shares Off-Market	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
24	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	

**Muenchener Rueckversicherungs-Gesellschaft AG**
**Meeting Date: 25.04.2024**
**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratify Joachim Wenning	Management	For	For	
3	Ratify Thomas Blunck	Management	For	For	
4	Ratify Nicholas Gartside	Management	For	For	
5	Ratify Stefan Golling	Management	For	For	
6	Ratify Christoph Jurecka	Management	For	For	
7	Ratify Achim Kassow	Management	For	For	
8	Ratify Michael Kerner	Management	For	For	
9	Ratify Clarisse Kopff	Management	For	For	
10	Ratify Mari-Lizette Malherbe	Management	For	For	
11	Ratify Markus Rieß	Management	For	For	
12	Ratify Nikolaus von Bomhard	Management	For	For	
13	Ratify Anne Horstmann	Management	For	For	
14	Ratify Ann-Kristin Achleitner	Management	For	For	
15	Ratify Clement B. Booth	Management	For	For	
16	Ratify Ruth Brown	Management	For	For	
17	Ratify Stephan Eberl	Management	For	For	
18	Ratify Frank Fassin	Management	For	For	
19	Ratify Ursula Gather	Management	For	For	
20	Ratify Gerhard Häusler	Management	For	For	
21	Ratify Angelika Judith Herzog	Management	For	For	
22	Ratify Renata Jungo Brüngger	Management	For	For	
23	Ratify Stefan Kaindl	Management	For	For	
24	Ratify Carinne Knoche-Brouillon	Management	For	For	
25	Ratify Gabriele Mücke	Management	For	For	
26	Ratify Ulrich Plotke	Management	For	For	
27	Ratify Manfred Rassy	Management	For	For	
28	Ratify Carsten Spohr	Management	For	For	
29	Ratify Karl-Heinz Streibich	Management	For	For	
30	Ratify Markus Wagner	Management	For	For	
31	Ratify Maximilian Zimmerer	Management	For	For	
32	Appointment of Auditor	Management	For	For	
33	Appointment of Auditor for Sustainability Reporting	Management	For	For	
34	Remuneration Report	Management	For	For	
35	Elect Nikolaus von Bomhard	Management	For	For	
36	Elect Clement B. Booth	Management	For	For	
37	Elect Roland Busch	Management	For	For	
38	Elect Julia Jaekel	Management	For	For	
39	Elect Renata Jungo Brüngger	Management	For	For	
40	Elect Carinne Knoche-Brouillon	Management	For	For	
41	Elect Victoria E. Ossadnik	Management	For	For	
42	Elect Carsten Spohr	Management	For	For	
43	Elect Jens Weidmann	Management	For	For	
44	Elect Maximilian Zimmerer	Management	For	For	
45	Supervisory Board Remuneration Policy	Management	For	For	
46	Authority to Repurchase and Reissue Shares	Management	For	For	

Persimmon plc		Meeting Date: 25.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
2	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
3	Authority to Repurchase Shares	Management	For	For	
4	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
5	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
6	Accounts and Reports	Management	For	For	
7	Final Dividend	Management	For	For	
8	Remuneration Report	Management	For	For	
9	Elect Roger Devlin	Management	For	For	
10	Elect Dean Finch	Management	For	For	
11	Elect Nigel Mills	Management	For	For	
12	Elect Annemarie Durbin	Management	For	For	
13	Elect Andrew Wyllie	Management	For	For	
14	Elect Shirine Khoury-Haq	Management	For	For	
15	Elect Alexandra Depledge	Management	For	For	
16	Elect Colette O'Shea	Management	For	For	
17	Appointment of Auditor	Management	For	For	
18	Authority to Set Auditor's Fees	Management	For	For	
19	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes

Petroleo Brasileiro S.A. Petrobras		Meeting Date: 25.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Aristóteles Nogueira Filho as Board Member Presented by Preferred Shareholders	Management	N/A	For	
1	Allocate Cumulative Votes to José João Abdalla Filho	Management	N/A	Abstain	
2	Elect Jerônimo Antunes as Board Member Presented by Preferred Shareholders	Management	N/A	Abstain	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate.
2	Allocate Cumulative Votes to Marcelo Gasparino da Silva	Management	N/A	Abstain	
3	Elect Thales Kroth de Souza as Board Member Presented by Preferred Shareholders	Management	N/A	Against	Support other candidate presented by preferred shareholders
3	Cumulate Common and Preferred Shares	Management	N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or Recasting of votes for amended slate and/or instructions if meeting is held on second call
3	Allocate Cumulative Votes to Rafael Ramalho Dubeux	Management	N/A	Abstain	
4	Elect Paulo Roberto Franceschi to the Supervisory Council Presented by Preferred Shareholders	Management	N/A	Against	Board - Vote Against when there are concerns regarding the nominee.
4	Allocate Cumulative Votes to Vitor Eduardo de Almeida Saback	Management	N/A	Abstain	
5	Elect João Vicente Silva Machado to the Supervisory Council Presented by Preferred Shareholders	Management	N/A	Against	Board - Vote Against when there are concerns regarding the nominee.
5	Ratify Rafael Ramalho Dubeux Independence Status	Management	For	Against	
6	Ratify José João Abdalla Filho Independence Status	Management	N/A	For	
7	Ratify Marcelo Gasparino da Silva Independence Status	Management	N/A	For	
8	Elect Pietro Adamo Sampaio Mendes as Board Chair	Management	For	Against	
9	Supervisory Council Board Size	Management	For	For	
10	Elect Ronaldo Dias to the Supervisory Council Presented by Minority Shareholders	Management	N/A	Against	
11	Election of Supervisory Council	Management	For	Against	
12	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against	
13	Remuneration Policy	Management	For	Against	
14	Amendments to Articles 19 and 44	Management	For	For	
15	Accounts and Reports	Management	For	For	
16	Allocation of Profits/Dividends	Management	For	For	
17	Elect Slate Presented by Controlling Shareholder	Management	For	Abstain	
18	Election of Directors	Management	For	Abstain	
19	Approve Recasting of Votes for Amended Slate	Management	N/A	Against	
20	Elect Francisco Petros de Oliveira Lima Papathanasiadis as Board Member Presented by Minority Shareholders	Management	N/A	For	
21	Request Cumulative Voting	Management	N/A	Against	
22	Proportional Allocation of Cumulative Votes	Management	N/A	Abstain	
23	Allocate Cumulative Votes to Pietro Adamo Sampaio Mendes	Management	N/A	Abstain	
24	Allocate Cumulative Votes to Jean Paul Terra Prates	Management	N/A	Abstain	
25	Allocate Cumulative Votes to Bruno Moretti	Management	N/A	Abstain	
26	Allocate Cumulative Votes to Benjamin Alves Rabello Filho	Management	N/A	Abstain	
27	Allocate Cumulative Votes to Ivanyra Maura de Medeiros Correia	Management	N/A	Abstain	
28	Allocate Cumulative Votes to Renato Campos Galuppo	Management	N/A	Abstain	
29	Ratify Ivanyra Maura de Medeiros Correia Independence Status	Management	For	Against	
30	Ratify Renato Campos Galuppo Independence Status	Management	For	Against	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
--------	---------------	-----------	---------------------	---------------	-----------

31	Instructions if Meeting is Held on Second Call	Management	N/A	Against	
----	--	------------	-----	---------	--

<b>RELX Plc</b>	<b>Meeting Date: 25.04.2024</b>	<b>Meeting Type: Annual</b>
-----------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
2	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
3	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
4	Authority to Repurchase Shares	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Authority to Set Auditor's Fees	Management	For	For	
7	Elect Bianca Tetteroo	Management	For	For	
8	Elect Paul A. Walker	Management	For	For	
9	Elect Erik Engstrom	Management	For	For	
10	Elect Nicholas Luff	Management	For	For	
11	Elect Alistair Cox	Management	For	For	
12	Elect June Felix	Management	For	For	
13	Elect Charlotte Hogg	Management	For	For	
14	Elect Robert J. MacLeod	Management	For	For	
15	Elect Andrew J. Sukawaty	Management	For	For	
16	Elect Suzanne Wood	Management	For	For	
17	Remuneration Report	Management	For	For	
18	Final Dividend	Management	For	For	
19	Accounts and Reports	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Saudi Tadawul Group Holding Company</b>	<b>Meeting Date: 25.04.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Auditor's Report	Management	For	For	
2	Ratification of Board Acts	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Directors' Fees	Management	For	For	
5	Appointment of Auditor and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.
6	Board Transactions	Management	For	For	

<b>Schroders</b>	<b>Meeting Date: 25.04.2024</b>	<b>Meeting Type: Annual</b>
------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Elect Iain J. Mackay	Management	For	For	
5	Elect Richard Oldfield	Management	For	For	
6	Elect Annette Thomas	Management	For	For	
7	Elect Frederic Wakeman	Management	For	For	
8	Elect Elizabeth Corley	Management	For	For	
9	Elect Peter Harrison	Management	For	For	
10	Elect Ian G. King	Management	For	For	
11	Elect Rakhi (Parekh) Goss-Custard	Management	For	For	
12	Elect Deborah Waterhouse	Management	For	For	
13	Elect Matthew Westerman	Management	For	For	
14	Elect Claire Fitzalan Howard	Management	For	For	
15	Elect Leonie Schroder	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Waiver of Mandatory Takeover Requirement	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Sociedad Quimica Y Minera de Chile S.A.</b>	<b>Meeting Date: 25.04.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Appointment of Auditor	Management	For	For	
3	Appointment of Risk Rating Agency	Management	For	For	
4	Appointment of Account Inspectors	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Investment Policy	Management	For	For	
6	Finance Policy	Management	For	For	
7	Allocation of Profits/Dividends	Management	For	For	
8	Elect Antonio Gil Nieves	Management	N/A	For	
9	Election of Directors	Management	N/A	Do Not Vote	Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration is not independent.
10	Directors and Committees' Fees	Management	For	Against	Vote Against when the company has not provided sufficient information.
11	Publication of Company Notices	Management	For	For	

### Sthree

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
2	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
3	Authority to Repurchase Shares	Management	For	For	
4	Accounts and Reports	Management	For	For	
5	Final Dividend	Management	For	For	
6	Remuneration Report	Management	For	For	
7	Elect James Bilefield	Management	For	For	
8	Elect Timo Lehne	Management	For	For	
9	Elect Andrew Beach	Management	For	For	
10	Elect Denise Collis	Management	For	For	
11	Elect Elaine O'Donnell	Management	For	For	
12	Elect Imogen Joss	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	

### Texas Instruments Inc.

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark A. Blinn	Management	For	For	
2	Elect Todd M. Bluedorn	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
3	Elect Janet F. Clark	Management	For	For	
4	Elect Carrie S. Cox	Management	For	For	
5	Elect Martin S. Craighead	Management	For	For	
6	Elect Reginald DesRoches	Management	For	For	
7	Elect Curtis C. Farmer	Management	For	For	
8	Elect Jean M. Hobby	Management	For	For	
9	Elect Haviv Ilan	Management	For	For	
10	Elect Ronald Kirk	Management	For	For	
11	Elect Pamela H. Patsley	Management	For	For	
12	Elect Robert E. Sanchez	Management	For	For	
13	Elect Richard K. Templeton	Management	For	For	
14	Approval of the 2024 Long-Term Incentive Plan	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
15	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
16	Ratification of Auditor	Management	For	For	
17	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
18	Shareholder Proposal Regarding Report on Customer Due Diligence	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.

### Vamos Locacao De Caminhoes Maquinas E Equipamentos

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Request Establishment of Supervisory Council	Management	N/A	Against	The company has not provided sufficient information.

**Vamos Locacao De Caminhoes Maquinas E Equipamentos****Meeting Date: 25.04.2024****Meeting Type: Special**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Policy	Management	For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP. The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. The company has not disclosed a maximum award level.
2	Amendments to Article 5 (Reconciliation of Share Capital)	Management	For	For	
3	Amendments to Article 20 (Board of Directors Duties)	Management	For	For	
4	Amendments to Article 26 (Company's Representation)	Management	For	For	
5	Consolidation of Articles	Management	For	For	

**Weir Group plc****Meeting Date: 25.04.2024****Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Barbara S. Jeremiah	Management	For	For	
5	Elect Jon Stanton	Management	For	For	
6	Elect Brian Puffer	Management	For	For	
7	Elect Andy Agg	Management	For	For	
8	Elect Nicola Mary Brewer	Management	For	For	
9	Elect Penelope A. Freer	Management	For	For	
10	Elect Tracey Kerr	Management	For	For	
11	Elect Ben Magara	Management	For	For	
12	Elect Stephen Young	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

**XP Power plc****Meeting Date: 25.04.2024****Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Polly Williams	Management	For	For	
3	Elect Sandra Breene	Management	For	For	
4	Elect Amina Hamidi	Management	For	For	
5	Elect Gavin Griggs	Management	For	For	
6	Elect Jamie Pike	Management	For	For	
7	Elect Pauline Lafferty	Management	For	For	
8	Elect Andy Sng	Management	For	For	
9	Elect Matt Webb	Management	For	For	
10	Appointment of Auditor	Management	For	For	
11	Authority to Set Auditor's Fees	Management	For	For	
12	Remuneration Report	Management	For	For	
13	Directors' Fees	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	

**Abbott Laboratories****Meeting Date: 26.04.2024****Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency & Accountability.
2	Elect Robert J. Alpern	Management	For	For	
3	Elect Claire Babineaux-Fontenot	Management	For	For	
4	Elect Sally E. Blount	Management	For	For	
5	Elect Robert B. Ford	Management	For	For	
6	Elect Paola Gonzalez	Management	For	For	
7	Elect Michelle A. Kumbier	Management	For	For	
8	Elect Darren W. McDew	Management	For	For	
9	Elect Nancy McKinstry	Management	For	Against	Serves on too many boards
10	Elect Michael G. O'Grady	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Michael F. Roman	Management	For	For	
12	Elect Daniel J. Starks	Management	For	For	
13	Elect John G. Stratton	Management	For	For	
14	Ratification of Auditor	Management	For	For	

## Bayer AG

Meeting Date: 26.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Elect Lori A. Schechter	Management	For	For	
3	Elect Nancy A. Simonian	Management	For	For	
4	Elect Jeffrey W. Ubben	Management	For	For	
5	Management Board Remuneration Policy	Management	For	For	
6	Remuneration Report	Management	For	For	
7	Authority to Repurchase and Reissue Shares	Management	For	For	
8	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	
9	Approval of Intra-Company Control Agreement	Management	For	For	
10	Appointment of Auditor	Management	For	For	
11	Additional or Amended Shareholder Proposals	Shareholder	N/A	For	
12	Elect Horst Baier	Management	For	For	
13	Elect Ertharin Cousin	Management	For	For	
14	Ratification of Management Board Acts	Management	For	For	
15	Ratification of Supervisory Board Acts	Management	For	For	

## Continental AG

Meeting Date: 26.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratify Nikolai Setzer	Management	For	For	
3	Ratify Katja Garcia Vila	Management	For	For	
4	Ratify Philipp von Hirschheydt	Management	For	For	
5	Ratify Christian Kötz	Management	For	For	
6	Ratify Philip Nelles	Management	For	For	
7	Ratify Ariane Reinhart	Management	For	For	
8	Ratify Olaf Schick	Management	For	For	
9	Ratify Wolfgang Reitzle	Management	For	For	
10	Ratify Hasan Allak	Management	For	For	
11	Ratify Christiane Benner	Management	For	For	
12	Ratify Dorothea von Boxberg	Management	For	For	
13	Ratify Stefan Erwin Buchner	Management	For	For	
14	Ratify Gunter Dunkel	Management	For	For	
15	Ratify Francesco Grioli	Management	For	For	
16	Ratify Michael Iglhaut	Management	For	For	
17	Ratify Satish Khату	Management	For	For	
18	Ratify Isable Corinna Knauf	Management	For	For	
19	Ratify Carmen Löffler	Management	For	For	
20	Ratify Sabine Neuß	Management	For	For	
21	Ratify Rolf Nonnenmacher	Management	For	For	
22	Ratify Dirk Nordmann	Management	For	For	
23	Ratify Lorenz Pfau	Management	For	For	
24	Ratify Klaus Rosenfeld	Management	For	For	
25	Ratify Georg F. W. Schaeffler	Management	For	For	
26	Ratify Jörg Schönfelder	Management	For	For	
27	Ratify Stefan Scholz	Management	For	For	
28	Ratify Elke Volkmann	Management	For	For	
29	Appointment of Auditor	Management	For	For	
30	Appointment of Auditor for Interim Statements	Management	For	For	
31	Remuneration Report	Management	For	For	
32	Management Board Remuneration Policy	Management	For	For	
33	Supervisory Board Remuneration Policy	Management	For	For	
34	Elect Gunter Dunkel	Management	For	For	
35	Elect Satish Khату	Management	For	For	
36	Elect Sabine Neuß	Management	For	For	
37	Elect Wolfgang Reitzle	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent.
38	Elect Georg F. W. Schaeffler	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent; Board - Vote Against when the nomination committee is not sufficiently independent; Board - Vote Against when the remuneration committee is not sufficiently independent
39	Elect Dorothea von Boxberg	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
40	Elect Stefan Erwin Buchner	Management	For	For	
41	Elect Isabel Corinna Knauf	Management	For	For	
42	Elect Rolf Nonnenmacher	Management	For	For	
43	Elect Klaus Rosenfeld	Management	For	For	
44	Amendments to Articles (Supervisory Board Chair and Vice Chair)	Management	For	For	
45	Amendments to Articles (Proof of Shareholding)	Management	For	For	

**Diamondback Energy Inc** Meeting Date: 26.04.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Issuance of Common Stock Related to Acquisition of Endeavor	Management	For	For	
2	Increase in Authorized Common Stock	Management	For	For	
3	Right to Adjourn Meeting	Management	For	For	

**Fleury SA** Meeting Date: 26.04.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Remuneration Policy	Management	For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP. Long term awards are not linked to performance. The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
5	Request Establishment of Supervisory Council	Management	N/A	Against	The company has not provided sufficient information.

**Fleury SA** Meeting Date: 26.04.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of the Deferred Shares Plan	Management	For	Against	Long term awards are not linked to performance.
2	Amendments to Article 5	Management	For	For	
3	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.

**ME Group International Plc** Meeting Date: 26.04.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Final Dividend	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Authority to Set Auditor's Fees	Management	For	For	
7	Elect John Lewis	Management	For	Against	Governance concerns.
8	Elect Serge Crasnianski	Management	For	For	
9	Elect Françoise Coutaz-Replan	Management	For	For	
10	Share Option Plan	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	

**Nanofilm Technologies International Limited** Meeting Date: 26.04.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Gary HO Hock Yong	Management	For	For	
4	Elect LEE Lee Khoon	Management	For	For	
5	Authority to Issue Shares under Nanofilm Employee Share Option Scheme 2017	Management	For	For	
6	Authority to Grant Awards and Issue Shares under Nanofilm Employee Share Option Scheme 2020	Management	For	Against	Long term awards are not linked to performance.
7	Authority to Grant Awards and Issue Shares under the Nanofilm Restricted Share Plan 2021	Management	For	Against	Plan does not disclose performance targets.
8	Authority to Repurchase and Reissue Shares	Management	For	For	
9	Elect ONG Siew Koon @ ONG Siew Khoon	Management	For	For	
10	Directors' Fees FY2024	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	

### Natura &Co Holding S.A.

Meeting Date: 26.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocate Cumulative Votes to Maria Eduarda Kertész	Management	N/A	For	
2	Request Separate Election for Board Member	Management	N/A	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
3	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability; Remuneration - Vote Against when the company fails to align pay with performance.
4	Accounts and Reports	Management	For	For	
5	Board Size	Management	For	For	
6	Ratify Directors' Independence Status	Management	For	For	
7	Request Cumulative Voting	Management	N/A	For	
8	Election of Directors	Management	For	For	
9	Approve Recasting of Votes for Amended Slate	Management	N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or Recasting of votes for amended slate and/or Instructions if meeting is held on second call.
10	Proportional Allocation of Cumulative Votes	Management	N/A	For	
11	Allocate Cumulative Votes to Guilherme Peirão Leal	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
12	Allocate Cumulative Votes to Antonio Luiz da Cunha Seabra	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
13	Allocate Cumulative Votes to Pedro Luiz Barreiros Passo	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
14	Allocate Cumulative Votes to Andrew George McMaster Jr.	Management	N/A	For	
15	Allocate Cumulative Votes to Bruno Rocha	Management	N/A	For	
16	Allocate Cumulative Votes to Carla Schmitzberger	Management	N/A	For	
17	Allocate Cumulative Votes to Georgia Melenikiotou	Management	N/A	For	
18	Allocate Cumulative Votes to Gilberto Mifano	Management	N/A	For	
19	Request Establishment of Supervisory Council	Management	N/A	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.

### Natura &Co Holding S.A.

Meeting Date: 26.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Article 5 (Reconciliation of Share Capital)	Management	For	For	

### OTP Bank Plc.

Meeting Date: 26.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares	Management	For	Against	Not in shareholders' best interests
2	Election of Votes Counting Committee	Management	For	For	
3	Election of Minutes Certifier	Management	For	For	
4	Accounts and Reports; Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
5	Corporate Governance Report	Management	For	For	
6	Ratification of Management Acts	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Amendments to Articles	Management	For	For	
9	Amendments to Articles (6.6 and 9.12)	Management	For	For	
10	Remuneration Policy (Group Level)	Management	For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
11	Remuneration Policy (Under the Act on Encouraging Long-Term Engagement)	Management	For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
12	Board of Directors, Supervisory Board and Audit Committee Fees	Management	For	For	

### Pearson plc

Meeting Date: 26.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	FINAL DIVIDEND	Management	For	For	
3	Elect Omar P. Abbosh	Management	For	For	
4	Elect Alison Dolan	Management	For	For	
5	Elect Alexandra H. Hardiman	Management	For	For	
6	Elect Sherry Coutu	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Sally Johnson	Management	For	For	
8	Elect Omid R. Kordestani	Management	For	For	
9	Elect Esther S. Lee	Management	For	For	
10	Elect Graeme D. Pitkethly	Management	For	For	
11	Elect Annette Thomas	Management	For	For	
12	Elect Lincoln Wallen	Management	For	For	
13	Remuneration Report	Management	For	For	
14	Save for Shares Plan	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Sendas Distribuidora S.A.

Meeting Date: 26.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Request Establishment of Supervisory Council	Management	N/A	For	
5	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.
6	Ratify Co-Option and Elect Enéas Cesar Pestana Neto	Management	For	For	

### Sendas Distribuidora S.A.

Meeting Date: 26.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.
2	Approval of Restricted Share Plan	Management	For	For	
3	Approval of Executive Partner Plan	Management	For	For	

### SITC International Holdings Company Limited

Meeting Date: 26.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect YANG Xianxiang	Management	For	Against	Insider on compensation committee
4	Elect LIU Kecheng	Management	For	For	
5	Elect YANG Xin	Management	For	For	
6	Elect TSE Siu Ngan	Management	For	For	
7	Elect Rebecca LIU Ka Ying	Management	For	For	
8	Elect HU Mantian	Management	For	For	
9	Directors' Fees	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Authority to Repurchase Shares	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Authority to Issue Repurchased Shares	Management	For	For	
14	Adoption of New Share Scheme	Management	For	Against	Long term awards are not linked to performance.
15	Amendments to Articles	Management	For	For	

### Vale S.A.

Meeting Date: 26.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	Against	Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Paulo Clovis Ayres Filho	Management	N/A	For	
4	Elect Márcio de Souza	Management	N/A	For	
5	Elect Raphael Manhães Martins	Management	N/A	For	
6	Elect Heloísa Belotti Bedicks	Management	N/A	For	
7	Remuneration Policy	Management	For	For	

<b>Vale S.A.</b>		<b>Meeting Date: 26.04.2024</b>		<b>Meeting Type: Special</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Merger Agreement	Management	For	For	
2	Ratification of Appointment of Appraiser	Management	For	For	
3	Valuation Report	Management	For	For	
4	Merger by Absorption (Florestas Rio Doce S.A.)	Management	For	For	

<b>America Movil S.A.B.DE C.V.</b>		<b>Meeting Date: 29.04.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CEO Report; External Auditor Report; Opinion of the Board	Management	For	Against	The company has not provided sufficient information.
2	Report of the Board Regarding Accounting Practices	Management	For	Against	The company has not provided sufficient information.
3	Report of the Board on its Activities Regarding the Company's Operations	Management	For	Against	The company has not provided sufficient information.
4	Report of the Audit and Corporate Governance Committee	Management	For	Against	The company has not provided sufficient information.
5	Accounts and Reports; Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends. The company has not provided sufficient information.
6	Report on the Company's Shares Repurchase Program	Management	For	Against	The company has not provided sufficient information.
7	Ratification of CEO and Board Acts	Management	For	For	
8	Elect Carlos Slim Domit	Management	For	For	
9	Elect Patrick Slim Domit	Management	For	For	
10	Elect Antonio Cosío Pando	Management	For	For	
11	Elect Pablo Roberto González Guajardo	Management	For	For	
12	Elect Daniel Hajj Aboumrads	Management	For	For	
13	Elect Vanessa Hajj Slim	Management	For	For	
14	Elect David Ibarra Muñoz	Management	For	For	
15	Elect Claudia Jañez Sánchez	Management	For	For	
16	Elect Rafael Kalach Mizrahi	Management	For	For	
17	Elect Francisco Medina Chávez	Management	For	For	
18	Elect Gisselle Morán Jiménez	Management	For	For	
19	Elect Luis Alejandro Soberón Kuri	Management	For	For	
20	Elect Ernesto Vega Velasco	Management	For	For	
21	Elect Oscar von Hauske Solís	Management	For	For	
22	Elect Alejandro Cantú Jiménez as Board Secretary	Management	For	For	
23	Elect Rafael Robles Miaja as Alternate Board Secretary	Management	For	For	
24	Directors' Fees	Management	For	For	
25	Ratification of Executive Committee Acts	Management	For	For	
26	Elect Carlos Slim Domit as Executive Committee Chair	Management	For	For	
27	Elect Patrick Slim Domit as Executive Committee Member	Management	For	For	
28	Elect Daniel Hajj Aboumrads as Executive Committee Member	Management	For	For	
29	Executive Committee's Fees	Management	For	For	
30	Ratification of Audit and Corporate Governance Committee Acts	Management	For	For	
31	Elect Ernesto Vega Velasco as Audit and Corporate Governance Committee Chair	Management	For	For	
32	Elect Pablo Roberto González Guajardo as Audit and Corporate Governance Committee Member	Management	For	For	
33	Election of Claudia Jañez Sánchez as Audit and Corporate Governance Committee Member	Management	For	For	
34	Elect Rafael Moisés Kalach Mizrahi as Audit and Corporate Governance Committee Member	Management	For	For	
35	Audit and Corporate Governance Committee's Fees	Management	For	For	
36	Authority to Repurchase Shares	Management	For	For	
37	Authorization of Legal Formalities	Management	For	For	
38	Election of Meeting Delegates	Management	For	For	

<b>Bolsa Mexicana De Valores Sab De Cv</b>		<b>Meeting Date: 29.04.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Report of the CEO and Auditor's Report	Management	For	For	
2	Report of the Board on the Operations and Results of the Company	Management	For	For	
3	Report of the Board on the CEO's Report	Management	For	For	
4	Approval to Add Copies of the Reports to the Meeting Minutes	Management	For	For	
5	Report of the Board Regarding Accounting Practices	Management	For	For	
6	Report on the Activities and Operations Undertaken by the Board	Management	For	For	
7	Financial Statements	Management	For	For	
8	Report on the Audit Committee's Activities	Management	For	For	
9	Report on the Corporate Governance Committee's Activities	Management	For	For	
10	Report of Other Committees	Management	For	For	
11	Ratification of Board Acts	Management	For	For	
12	Ratification of Audit Committee Acts	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Ratification of Corporate Governance Committee Acts	Management	For	For	
14	Report of the Commissioner	Management	For	For	
15	Report on Tax Compliance	Management	For	For	
16	Allocation of Profits to Legal Reserve	Management	For	For	
17	Allocation of Profits to Retained Earnings	Management	For	For	
18	Allocation of Dividends	Management	For	For	
19	Ratification of Board Acts	Management	For	For	
20	Elect Marcos Alejandro Martínez Gavica	Management	For	For	
21	Elect Eduardo Cepeda Fernández	Management	For	For	
22	Elect Gina Lorenza Díez Barroso Azcárraga	Management	For	For	
23	Elect Felipe García-Moreno Rodríguez	Management	For	For	
24	Elect Felipe García Ascencio	Management	For	For	
25	Elect Carlos Hank González	Management	For	For	
26	Elect Claudia Jañez Sánchez	Management	For	For	
27	Elect José Kaun Nader	Management	For	For	
28	Elect Ernesto Ortega Arellano	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent.
29	Elect Tania Ortiz Mena López Negrete	Management	For	For	
30	Elect Eduardo Osuna Osuna	Management	For	For	
31	Elect Clemente Ismael Reyes-Retana Valdés	Management	For	For	
32	Elect Alberto Torrado Martínez	Management	For	For	
33	Elect Blanca Avelina Treviño de Vega	Management	For	For	
34	Elect Eduardo Valdés Acra	Management	For	For	
35	Elect Edgardo Mauricio Cantú Delgado as Alternate Board Member	Management	For	For	
36	Elect Tomás Christian Ehrenberg Aldford as Alternate Board Member	Management	For	For	
37	Elect Marcos Ramírez Miguel as Alternate Board Member	Management	For	For	
38	Elect Álvaro Vaqueiro Ussel as Alternate Board Member	Management	For	For	
39	Approve Policy of Replacement of Directors by Alternates	Management	For	For	
40	Resignation of Directors	Management	For	For	
41	Elect Marcos Alejandro Martínez Gavica as Board Chair	Management	For	For	
42	Elect Rafael Robles Miaja as Board Secretary	Management	For	For	
43	Ratify María Luisa Petricioli Castellón as Board Alternate Secretary	Management	For	For	
44	Ratify J. Luis García Ramírez as Commissioner	Management	For	For	
45	Elect Clemente Ismael Reyes-Retana Valdés as Audit Committee Chair	Management	For	For	
46	Elect Claudia Jañez Sánchez Audit Committee Member	Management	For	For	
47	Elect Marcos Alejandro Martínez Gavica as Audit Committee Member	Management	For	For	
48	Elect Eduardo Valdés Acra as Audit Committee Member	Management	For	For	
49	Elect Tania Ortiz Mena López Negrete as Corporate Governance Committee Chair	Management	For	For	
50	Elect Gina Lorenza Díez Barroso Azcárraga as Corporate Governance Committee Member	Management	For	For	
51	Elect Alberto Torrado Martínez as Corporate Governance Committee Member	Management	For	For	
52	Elect Marcos Alejandro Martínez Gavica as Corporate Governance Committee Member	Management	For	For	
53	Approve Board's Designation of Member to Other Committees	Management	For	For	
54	Directors' Fees; Secretary Fees	Management	For	For	
55	Audit Committee's Fees	Management	For	For	
56	Corporate Practices Committee's Fees	Management	For	For	
57	Report on the Company's Share Repurchase Program	Management	For	For	
58	Report on Series A, Class I Shares	Management	For	For	
59	Authority to Repurchase Shares	Management	For	For	
60	Election of Meeting Delegates	Management	For	For	

## Grupo Financiero Banorte

Meeting Date: 29.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CEO's Report and Financial Statements	Management	For	For	
2	Report of the Board on the Accounting Policies	Management	For	For	
3	Report of the Board on Operations and Activities	Management	For	For	
4	Report of the Audit and Corporate Governance Committees' Operations and Activities	Management	For	For	
5	Ratification of Board, CEO and Audit and Corporate Governance Committee's Acts	Management	For	For	
6	Allocation of Profits	Management	For	For	
7	Allocation of Dividends	Management	For	For	
8	Approve Date of Payment of Dividends	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Carlos Hank González	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
10	Elect Juan Antonio González Moreno	Management	For	For	
11	Elect David Villarreal Montemayor	Management	For	For	
12	Elect Jose Marcos Ramirez Miguel	Management	For	For	
13	Elect Carlos de la Isla Corry	Management	For	For	
14	Elect Alicia Alejandra Lebrija Hirschfeld	Management	For	For	
15	Elect Clemente Ismael Reyes-Retana Valdés	Management	For	For	
16	Elect Mariana Baños Reynaud	Management	For	For	
17	Elect Federico Carlos Fernández Senderos	Management	For	For	
18	Elect David Peñaloza Alanís	Management	For	For	
19	Elect José Antonio Chedraui Eguía	Management	For	Against	Serves on too many boards; Serves on too many boards
20	Elect Alfonso de Angoitia Noriega	Management	For	Against	Serves on too many boards; Serves on too many boards
21	Elect Thomas Stanley Heather Rodriguez	Management	For	For	
22	Elect Graciela González Moreno (Alternate)	Management	For	For	
23	Elect Juan Antonio González Marcos (Alternate)	Management	For	For	
24	Elect Alberto Halabe Hamui (Alternate)	Management	For	For	
25	Elect Gerardo Salazar Viezca (Alternate)	Management	For	For	
26	Elect Alberto Pérez-Jácome Friscione (Alternate)	Management	For	For	
27	Elect Roberto Kelleher Vales (Alternate)	Management	For	For	
28	Elect Cecilia Goya de Riviello Meade (Alternate)	Management	For	For	
29	Elect José María Garza Treviño (Alternate)	Management	For	For	
30	Elect Manuel Francisco Ruiz Camero (Alternate)	Management	For	For	
31	Elect Carlos Césarman Kolteniuk (Alternate)	Management	For	For	
32	Elect Humberto Tafolla Núñez (Alternate)	Management	For	For	
33	Elect Carlos Phillips Margain (Alternate)	Management	For	For	
34	Elect Diego Martínez Rueda-Chapital (Alternate)	Management	For	For	
35	Elect Héctor Ávila Flores as Board Secretary	Management	For	For	
36	Authority to Exempt Directors from Providing Own Indemnification	Management	For	For	
37	Directors' Fees	Management	For	For	
38	Election of Thomas Stanley Heather Rodríguez as Audit and Corporate Governance Committee Chair	Management	For	For	
39	Report on the Company's Repurchase Program	Management	For	For	
40	Authority to Repurchase Shares	Management	For	For	
41	Election of Meeting Delegates	Management	For	For	

### Grupo Traxion Sab De CV

Meeting Date: 29.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	Against	The company has not provided sufficient information.
2	Ratification of CEO and Board Acts	Management	For	Against	The company has not provided sufficient information.
3	Financial Statements; Allocation of Profits/Dividends	Management	For	Against	The company has not provided sufficient information.
4	Election of Directors; Election of Board Chair; Election of Audit and Governance Committee Chair	Management	For	Against	The company has not provided sufficient information. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration is not independent. Board - Vote against when the audit committee is not sufficiently independent.
5	Directors' Fees; Secretary's Fees; Audit and Governance Committee Members' Fees	Management	For	Against	The company has not provided sufficient information.
6	Amendments to Articles	Management	For	Against	The company has not provided sufficient information.
7	Delegation of Powers Regarding Increase in Share Capital	Management	For	Against	The company has not provided sufficient information.
8	Report on Share Repurchase Program; Authority to Repurchase Shares	Management	For	Against	The company has not provided sufficient information.
9	Report on Employees' Share Plan	Management	For	Against	The company has not provided sufficient information.
10	Election of Meeting Delegates	Management	For	For	

### Hexagon AB

Meeting Date: 29.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Voting List	Management	For	For	
3	Agenda	Management	For	For	
4	Compliance with the Rules of Convocation	Management	For	For	
5	Accounts and Reports	Management	For	For	
6	Allocation of Profits/Dividends	Management	For	For	
7	Ratify Ola Rollén	Management	For	For	
8	Ratify Gun Nilsson	Management	For	For	
9	Ratify Marta Schörling	Management	For	For	
10	Ratify John Brandon	Management	For	For	
11	Ratify Sofia Schörling Högberg	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Ratify Brett Watson	Management	For	For	
13	Ratify Erik Huggers	Management	For	For	
14	Ratify Ulrika Francke	Management	For	For	
15	Ratify Henrik Henriksson	Management	For	For	
16	Ratify Patrick Söderlund	Management	For	For	
17	Ratify Paolo Guglielmini (CEO)	Management	For	For	
18	Ratify Ola Rollén (Former CEO)	Management	For	For	
19	Board Size	Management	For	For	
20	Directors' Fees	Management	For	For	
21	Authority to Set Auditor's Fees	Management	For	For	
22	Elect Ola Rollén	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration committee is not independent.
23	Elect Märta Schörling Andreen	Management	For	For	
24	Elect John Brandon	Management	For	For	
25	Elect Sofia Schörling Högberg	Management	For	For	
26	Elect Gun Nilsson	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent.
27	Elect Brett Watson	Management	For	For	
28	Elect Erik Huggers	Management	For	For	
29	Elect Annika Falkengren	Management	For	For	
30	Elect Ralph Haupter	Management	For	For	
31	Elect Ola Rollén as Chair of the Board	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration committee is not independent.
32	Appointment of Auditor	Management	For	For	
33	Election of Nomination Committee Members	Management	For	For	
34	Remuneration Report	Management	For	Against	Remuneration does not adhere to best practice of having clawback in place for LTIP.
35	Remuneration Policy	Management	For	Against	Remuneration does not adhere to best practice of having clawback in place for LTIP.
36	Adoption of Share-Based Incentives (Share Programme 2025/2027)	Management	For	Against	Remuneration does not adhere to best practice of having clawback in place for LTIP.
37	Authority to Repurchase and Reissue Shares	Management	For	For	
38	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	

### Ocado Group Plc

Meeting Date: 29.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	Against	Potential for excessive payouts
3	Remuneration Report	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability.
4	Elect Richard Haythornthwaite	Management	For	For	
5	Elect Tim Steiner	Management	For	For	
6	Elect Stephen Daintith	Management	For	For	
7	Elect Jörn Rausing	Management	For	For	
8	Elect Andrew J. Harrison	Management	For	For	
9	Elect Emma Lloyd	Management	For	For	
10	Elect Julie Southern	Management	For	For	
11	Elect Nadia Shouraboura	Management	For	For	
12	Elect Julia M. Brown	Management	For	For	
13	Elect Rachel Osborne	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Performance Share Plan	Management	For	Against	Potential for excessive payouts
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/ Preemptive Rights (In Connection With Rights Issue Only)	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Oncoclínicas Do Brasil Servicos Medicos S.A.

Meeting Date: 29.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Remuneration Policy	Management	For	Against	Long term awards are not linked to performance; Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP; The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan; The company has not disclosed a maximum award level.
3	Request Establishment of Supervisory Council	Management	N/A	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
4	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.

### Oncoclinicas Do Brasil Servicos Medicos S.A.

Meeting Date: 29.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Long-Term Incentive Plans	Management	For	Against	Long term awards are not linked to performance.
2	Ratify Marcelo del Vigna's Independence Status	Management	For	For	
3	Elect Marcelo del Vigna	Management	For	For	
4	Spin-off Agreements	Management	For	For	
5	Ratification of Appointment of Appraiser for Spin-off	Management	For	For	
6	Valuation Report	Management	For	For	
7	Spin-offs (Unity, Céu, Cettro and AIO)	Management	For	For	
8	Authorization of Legal Formalities Regarding Spin-offs	Management	For	For	
9	Amendments to Article 5 (Reconciliation of Share Capital)	Management	For	For	
10	Amendments to Articles (Technical Director)	Management	For	For	
11	Amendments to Articles (Executive Positions)	Management	For	For	
12	Consolidation of Articles	Management	For	For	
13	Ratify Updated Global Remuneration Amount	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
14	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.

### Saudi Basic Industries Corp.

Meeting Date: 29.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Auditor's Report	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
2	Appointment of Auditor and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.
3	Ratification of Board Acts	Management	For	For	
4	Ratify Appointment of Faisal Mohamed Al Faqeer	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Election of Audit Committee Member (Ralph Wetzels)	Management	For	For	
6	Amendments to NomRem Committee Charter	Management	For	For	
7	Amendments to Audit Committee Charter	Management	For	For	
8	Amendments to Remuneration Policy	Management	For	For	
9	Amendments to Board Membership Policy	Management	For	For	
10	Authority to Pay Interim Dividends	Management	For	For	

### Shanghai Friendess Electronic Technology Corporati

Meeting Date: 29.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
2	2023 ANNUAL ACCOUNTS REPORT	Management	For	For	
3	2023 Profit Distribution Plan	Management	For	For	
4	AUTHORIZATION TO THE BOARD TO DECIDE ON 2024 INTERIM PROFIT DISTRIBUTION PLAN	Management	For	For	
5	SHAREHOLDER RETURN PLAN FOR THE NEXT THREE YEARS FROM 2024 TO 2026	Management	For	For	
6	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
7	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
8	REMUNERATION PLAN FOR DIRECTORS	Management	For	For	
9	REMUNERATION PLAN FOR SUPERVISORS	Management	For	For	
10	SPECIAL REPORT ON THE DEPOSIT AND USE OF RAISED FUNDS IN 2023	Management	For	For	
11	2023 INTERNAL CONTROL EVALUATION REPORT	Management	For	For	

### Vivara Participacoes S.A.

Meeting Date: 29.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Management Accounts and Reports	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Remuneration Policy	Management	For	Against	The company has not disclosed a maximum award level.
5	Request Establishment of Supervisory Council	Management	N/A	Against	The company has not provided sufficient information.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.
<b>Vivara Participacoes S.A.</b>		<b>Meeting Date: 29.04.2024</b>		<b>Meeting Type: Special</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
2	Ratification of Co-Option of Directors	Management	For	For	
3	Election of Board Chair and Vice Chair	Management	For	For	
4	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.
<b>Air Liquide S.A</b>		<b>Meeting Date: 30.04.2024</b>		<b>Meeting Type: Mix</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Authority to Repurchase and Reissue Shares	Management	For	For	
5	Elect Kim Ann Mink	Management	For	For	
6	Elect Monica de Virgiliis	Management	For	For	
7	Special Auditors Report on Regulated Agreements	Management	For	For	
8	2023 Remuneration of François Jackow, CEO	Management	For	For	
9	2023 Remuneration of Benoît Potier, Chair	Management	For	For	
10	2023 Remuneration Report	Management	For	For	
11	2024 Remuneration Policy (CEO)	Management	For	For	
12	2024 Remuneration Policy (Chair)	Management	For	For	
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	
14	2024 Directors' Fees	Management	For	For	
15	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	
16	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For	For	
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	
18	Authority to Increase Capital Through Capitalisations	Management	For	For	
19	Employee Stock Purchase Plan	Management	For	For	
20	Stock Purchase Plan for Overseas Employees	Management	For	For	
21	Amendments to Articles Regarding Director Age Limits	Management	For	For	
22	Amendments to Articles Regarding Chair Age Limits	Management	For	For	
23	Authorisation of Legal Formalities	Management	For	For	
<b>Alsea SA De CV II</b>		<b>Meeting Date: 30.04.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Allocation of Profits	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Report on Activities and Operations	Management	For	For	
3	Elect Francisco Xavier Crespo Benitez	Management	For	For	
4	Election of Directors; Election of Board Secretary	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the nomination committee is not sufficiently independent.
5	Election of Board Committee Members	Management	For	Against	Affiliate/Insider on a committee
6	Directors' Fees; Committees' Fees	Management	For	For	
7	Authority to Repurchase Shares; Report on Company's Share Repurchase Program	Management	For	For	
8	Allocation of Dividends	Management	For	For	
9	Amendments to Articles	Management	For	Against	The company has not provided sufficient information.
10	Election of Meeting Delegates	Management	For	For	
<b>Ambev S.A.</b>		<b>Meeting Date: 30.04.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Election of Supervisory Council	Management	For	Abstain	Minority candidate is supported over management/controller candidate/s
4	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against	Potential unknown nominees w/o shareholder approval
5	Elect Fabio de Oliveira Moser to the Supervisory Council Presented by Minority Shareholders	Management	N/A	For	
6	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance; Remuneration - Vote Against when remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors; Remuneration - Vote Against when there are concerns regarding the vesting provisions upon a change in control.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Supervisory Council Fees	Management	For	For	

**Ambev S.A. Meeting Date: 30.04.2024 Meeting Type: Special**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Article 5 (Reconciliation of Share Capital)	Management	For	For	
2	Amendments to Article 15 (Board Independence)	Management	For	For	
3	Amendments to Articles (Management Board)	Management	For	For	
4	Amendments to Articles (Technical); Consolidation of Articles	Management	For	For	

**Anglo American plc Meeting Date: 30.04.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Elect John Heasley	Management	For	For	
4	Elect Stuart Chambers	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
5	Elect Duncan G. Wanblad	Management	For	For	
6	Elect Ian Tyler	Management	For	For	
7	Elect Magali Anderson	Management	For	For	
8	Elect Ian R. Ashby	Management	For	For	
9	Elect Marcelo H. Bastos	Management	For	For	
10	Elect Hilary Maxson	Management	For	For	
11	Elect Hixonia Nyasulu	Management	For	For	
12	Elect Nonkuleko M.C. Nyembezi	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Remuneration Report	Management	For	For	
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

**ArcelorMittal SA Meeting Date: 30.04.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Consolidated Accounts and Reports	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Approve Distribution of Dividends	Management	For	For	
4	Allocation of Profits and the Remuneration of the Members of the Board of Directors	Management	For	For	
5	Remuneration Report	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Ratification of Board Acts	Management	For	For	
8	Elect Karyn F. Ovelmen to the Board of Directors	Management	For	For	
9	Elect Clarissa de Araújo Lins to the Board of Directors	Management	For	Against	Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies
10	Authority to Repurchase and Reissue Shares	Management	For	For	
11	Appointment of Auditor	Management	For	For	
12	Long-Term Incentive Plan	Management	For	For	

**Astra International Meeting Date: 30.04.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Approval of Change in the Board of Commissioners and Directors	Management	For	Against	The company has not provided sufficient information.
5	Directors' and Commissioners' Fees	Management	For	Against	Poor overall compensation disclosure
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	

**Elementis Meeting Date: 30.04.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Elect Maria Ciliberti	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Heejae R. Chae	Management	For	For	
6	Elect John O'Higgins	Management	For	For	
7	Elect Paul Waterman	Management	For	For	
8	Elect Ralph Rex Hewins	Management	For	For	
9	Elect Dorothée Deuring	Management	For	For	
10	Elect Trudy Schoolenberg	Management	For	For	
11	Elect Christine Soden	Management	For	For	
12	Elect Clement Woon	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	

## Engie

Meeting Date: 30.04.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Authority to Repurchase and Reissue Shares	Management	For	For	
6	Elect Fabrice Brégier	Management	For	For	
7	Elect Michel Giannuzzi	Management	For	For	
8	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
9	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For	For	
10	2023 Remuneration Report	Management	For	For	
11	2023 Remuneration of Jean-Pierre Clamadieu, Chair	Management	For	For	
12	2023 Remuneration of Catherine MacGregor, CEO	Management	For	For	
13	2024 Directors' Fees	Management	For	For	
14	2024 Remuneration Policy (Board of Directors)	Management	For	For	
15	2024 Remuneration Policy (Chair)	Management	For	For	
16	2024 Remuneration Policy (CEO)	Management	For	For	
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
20	Greenshoe	Management	For	For	
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
22	Global Ceiling on Capital Increases	Management	For	For	
23	Authority to Increase Capital Through Capitalisations	Management	For	For	
24	Authority to Cancel Shares and Reduce Capital	Management	For	For	
25	Employee Stock Purchase Plan	Management	For	For	
26	Stock Purchase Plan for Overseas Employees	Management	For	For	
27	Authority to Issue Restricted Shares	Management	For	For	
28	Authority to Issue Performance Shares	Management	For	For	
29	Authorisation of Legal Formalities	Management	For	For	

## Essilorluxottica

Meeting Date: 30.04.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	2023 Remuneration Report	Management	For	For	
6	2023 Remuneration of Francesco Milleri, Chair and CEO	Management	For	For	
7	2023 Remuneration of Paul du Saillant, Deputy CEO	Management	For	For	
8	2024 Remuneration Policy (Board of Directors)	Management	For	For	
9	2024 Remuneration Policy (Chair and CEO)	Management	For	For	
10	2024 Remuneration Policy (Deputy CEO)	Management	For	For	
11	Elect Francesco Milleri	Management	For	Against	The roles of Chair and CEO are combined and there is no lead independent director.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Elect Paul du Saillant	Management	For	For	
13	Elect Romolo Bardin	Management	For	For	
14	Elect Jean-Luc Biamonti	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent.
15	Elect Marie-Christine Coisne-Roquette	Management	For	For	
16	Elect José Gonzalo	Management	For	For	
17	Elect Virginie Mercier Pitre	Management	For	For	
18	Elect Mario Notari	Management	For	For	
19	Elect Swati A. Piramal	Management	For	Against	Serves on too many boards
20	Elect Cristina Scocchia	Management	For	For	
21	Elect Nathalie von Siemens	Management	For	For	
22	Elect Andrea Zappia	Management	For	For	
23	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	
24	Authority to Repurchase and Reissue Shares	Management	For	For	
25	Authority to Cancel Shares and Reduce Capital	Management	For	For	
26	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
27	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
28	Greenshoe	Management	For	For	
29	Authority to Increase Capital in Consideration for Contributions in Kind	Management	For	For	
30	Authority to Increase Capital in Case of Exchange Offer	Management	For	For	
31	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	
32	Employee Stock Purchase Plan	Management	For	For	
33	Authority to Issue Performance Shares	Management	For	For	
34	Authorisation of Legal Formalities	Management	For	For	

#### Grupo Mexico S.A.

Meeting Date: 30.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	Against	The company has not provided sufficient information.
2	Tax Compliance Report	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	Against	The company has not provided sufficient information.
4	Report on Company's Share Purchase Program; Authority to Repurchase Shares	Management	For	Against	The company has not provided sufficient information.
5	Ratification of Board, CEO and Board Committee Acts	Management	For	Against	The company has not provided sufficient information.
6	Appointment of Auditor	Management	For	Against	The company has not provided sufficient information.
7	Election of Directors; Verification of Independence Status; Election of Board Committee Chairs	Management	For	Against	The company has not provided sufficient information ; Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
8	Revocation and Granting of Powers	Management	For	Against	The company has not provided sufficient information.
9	Directors' and Committee Member's Fees	Management	For	Against	The company has not provided sufficient information.
10	Election of Meeting Delegates	Management	For	For	

#### Hangzhou Tigermed Consulting Co Ltd

Meeting Date: 30.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	To consider and approve the Termination of Implementation of 2022 Restricted A Share Incentive Scheme and Lapse of Restricted Shares	Management	For	For	
2	To Consider and Approve the Proposed Cancellation of Repurchased Shares and Change of the Registered Capital of the Company	Management	For	For	
3	Purpose and Usage	Management	For	For	
4	Eligibility	Management	For	For	
5	Methods of the Share Repurchase	Management	For	For	
6	Type, Number of Shares and Proportion to the Total Share Capital	Management	For	For	
7	Total Amount of the Funds and the Source of the Funds	Management	For	For	
8	The Price or Price Range and Pricing Principle	Management	For	For	
9	Period of the Share Repurchase	Management	For	For	
10	Grant of Dealing with Matters Regarding the Repurchase	Management	For	For	

#### Knorr-Bremse AG

Meeting Date: 30.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Management Board Remuneration Policy	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Remuneration Report	Management	For	For	

**Oversea-Chinese Banking Corporation Limited Meeting Date: 30.04.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Andrew LEE Kok Keng	Management	For	For	
3	Elect Andrew Khoo Cheng Hoe	Management	For	For	
4	Elect Pramukti Surjajudaja	Management	For	Against	Insufficient compensation committee independence requirement
5	Elect SECK Wai Kwong	Management	For	For	
6	Allocation of Profits/Dividends	Management	For	For	
7	Directors' Fees in Cash	Management	For	For	
8	Authority to Issue Ordinary Shares to Non-Executive Directors	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	For	
10	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
11	Authority to Grant Awards and Issue Shares under Equity Incentive Plans	Management	For	Against	Long term awards are not linked to performance.
12	Scrip Dividend	Management	For	For	
13	Authority to Repurchase and Reissue Shares	Management	For	For	

**Pebble Group Plc Meeting Date: 30.04.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect David Moss	Management	For	For	
4	Elect Richard A. Law	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Christopher Lee	Management	For	For	
6	Elect Claire Thomson	Management	For	For	
7	Elect Yvonne Monaghan	Management	For	For	
8	Elect Stuart Warriner	Management	For	For	
9	Appointment of Auditor	Management	For	For	
10	Authority to Set Auditor's Fees	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Final Dividend	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	

**Rumo S.A. Meeting Date: 30.04.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Supervisory Council Size	Management	For	For	
4	Elect Reginaldo Ferreira Alexandre to the Supervisory Council Presented by Minority Shareholders	Management	N/A	For	
5	Elect Luis Rapparini to the Supervisory Council	Management	For	Abstain	Minority candidate is supported over management/controller candidate/s
6	Elect Marcelo Curti to the Supervisory Council	Management	For	Abstain	Minority candidate is supported over management/controller candidate/s
7	Elect Carla Alessandra Trematore to the Supervisory Council	Management	For	Abstain	Minority candidate is supported over management/controller candidate/s
8	Elect Guido Barbosa de Oliveira to the Supervisory Council	Management	For	Abstain	Minority candidate is supported over management/controller candidate/s
9	Elect Luis Claudio Rapparini Soares as Supervisory Council Chair	Management	For	For	
10	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
11	Supervisory Council Fees	Management	For	For	
12	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.

**S.F. Holding Co. Ltd Meeting Date: 30.04.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
2	2023 Directors' Report	Management	For	For	
3	2023 Supervisors' Report	Management	For	For	
4	2023 Accounts and Reports	Management	For	For	
5	2023 Profit Distribution Plan	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Five Years Shareholders Return Plan from Year 2024 to Year 2028	Management	For	For	
7	CHANGE OF THE PURPOSE OF REPURCHASED SHARES FOR CANCELLATION	Management	For	For	
8	Re-appointment of PwC Zhong Tian as the Company's Auditor in 2024	Management	For	Against	Failure to disclose breakdown of fees
9	2024 Provision of Guarantees by the Company to its Subsidiaries	Management	For	Against	Guarantees exceed net assets
10	Issuance of Debt Financing Instruments by Wholly-owned Subsidiaries	Management	For	Against	Excessive debt
11	Authority to Give Guarantees for the Issuance of Debt Financing Instruments by Wholly-owned Subsidiaries	Management	For	Against	Guarantees exceed net assets
12	Increase Estimated Related Party Transactions from year 2024 to 2026	Management	For	For	

<b>Sanofi</b>		<b>Meeting Date: 30.04.2024</b>		<b>Meeting Type: Mix</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Elect Rachel Duan	Management	For	For	
5	Elect Lise Kingo	Management	For	For	
6	Elect Clotilde Delbos	Management	For	For	
7	Elect Anne-Françoise Nesmes	Management	For	For	
8	Elect John Sundry	Management	For	For	
9	2023 Remuneration Report	Management	For	For	
10	2023 Remuneration of Serge Weinberg, Chair (until May 25, 2023)	Management	For	For	
11	2023 Remuneration of Frédéric Oudéa, Chair (from May 25, 2023)	Management	For	For	
12	2023 Remuneration of Paul Hudson, CEO	Management	For	For	
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	
14	2024 Remuneration Policy (Chair)	Management	For	For	
15	2023 Remuneration Policy (CEO)	Management	For	For	
16	Appointment of Auditor (Mazars)	Management	For	For	
17	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	
18	Appointment of Auditor for Sustainability Reporting (Pricewaterhouse Coopers)	Management	For	For	
19	Authority to Repurchase and Reissue Shares	Management	For	For	
20	Authority to Issue Performance Shares	Management	For	For	
21	Employee Stock Purchase Plan	Management	For	For	
22	Stock Purchase Plan for Overseas Employees	Management	For	For	
23	Authorisation of Legal Formalities	Management	For	For	

<b>Wal-mart de Mexico S A B de C V</b>		<b>Meeting Date: 30.04.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Report of the Audit and Corporate Governance Committee	Management	For	For	
2	Report of the Board on CEO's Report	Management	For	For	
3	Report of the Board of Directors	Management	For	For	
4	Report on Tax Compliance	Management	For	For	
5	Report on Employees' Share Plan	Management	For	For	
6	Accounts and Reports	Management	For	For	
7	Approve Allocation of Profits	Management	For	For	
8	Approve Ordinary Dividend	Management	For	For	
9	Approve Extraordinary Dividend	Management	For	For	
10	Authority to Repurchase Shares	Management	For	For	
11	Approve Resignation of Judith Mckenna	Management	For	For	
12	Approve Resignation of Kirsten Evans	Management	For	For	
13	Elect Kathryn McLay	Management	For	For	
14	Elect Ignacio Caride	Management	For	For	
15	Elect Viridiana Ríos	Management	For	For	
16	Elect Maria Teresa Alttagarcia Arnal Machado	Management	For	For	
17	Elect Ernesto Cervera Gómez	Management	For	For	
18	Elect Leigh Hopkins	Management	For	For	
19	Elect Elizabeth Kwo, M.D.	Management	For	For	
20	Elect Guilherme Loureiro	Management	For	For	
21	Elect Eric Pérez-Grovas Aréchiga	Management	For	For	
22	Elect Karthik Raghupathy	Management	For	For	
23	Elect Tom Ward	Management	For	For	
24	Elect Ernesto Cervera as Chair of the Audit and Corporate Governance Committee	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
25	Ratification of Board and Officers Acts	Management	For	For	
26	Discharge from Liability for Board Directors and Officers	Management	For	For	
27	Directors' Fees (Board Chair)	Management	For	For	
28	Directors' Fees (Board Member)	Management	For	For	
29	Audit and Corporate Governance Committee Chair Fees	Management	For	For	
30	Audit and Corporate Governance Committee Member Fees	Management	For	For	
31	Election of Meeting Delegates	Management	For	For	

### Alfa Financial Software Holdings Plc

Meeting Date: 01.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Steve Breach	Management	For	For	
6	Elect Adrian Chamberlain	Management	For	For	
7	Elect Charlotte M. de Metz	Management	For	For	
8	Elect Andrew Denton	Management	For	For	
9	Elect Duncan Magrath	Management	For	For	
10	Elect Andrew N. Page	Management	For	For	
11	Elect Christopher P. Sullivan	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
12	Elect Matthew P. White	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Coca-Cola Co

Meeting Date: 01.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Herbert A. Allen, III	Management	For	For	
2	Elect Marc Bolland	Management	For	For	
3	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	Management	For	For	
4	Elect Christopher C. Davis	Management	For	For	
5	Elect Barry Diller	Management	For	For	
6	Elect Carolyn N. Everson	Management	For	For	
7	Elect Helene D. Gayle	Management	For	For	
8	Elect Thomas S. Gayner	Management	For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of their external commitments
9	Elect Alexis M. Herman	Management	For	For	
10	Elect Maria Elena Lagomasino	Management	For	For	
11	Elect Amity Millhiser	Management	For	For	
12	Elect James Quincey	Management	For	For	
13	Elect Caroline J. Tsay	Management	For	For	
14	Elect David B. Weinberg	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on structure and height.
16	Approval of the 2024 Equity Plan	Management	For	For	
17	Approval of the Employee Stock Purchase Plan	Management	For	For	
18	Ratification of Auditor	Management	For	For	
19	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
20	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
21	Shareholder Proposal Regarding Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues

### Eversource Energy

Meeting Date: 01.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cotton M. Cleveland	Management	For	For	
2	Elect Linda D. Fory	Management	For	For	
3	Elect Gregory M. Jones	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Loretta D. Keane	Management	For	For	
5	Elect John Y. Kim	Management	For	For	
6	Elect David H. Long	Management	For	For	
7	Elect Joseph R. Nolan, Jr.	Management	For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
8	Elect Daniel J. Nova	Management	For	For	
9	Elect Frederica M. Williams	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	N/A	For	Supermajority vote requirements can impede shareholders' ability to approve ballot items that are in their interests

<b>Flutter Entertainment Plc</b>	<b>Meeting Date: 01.05.2024</b>	<b>Meeting Type: Annual</b>
----------------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect John A. Bryant	Management	For	For	
2	Elect Nancy Cruickshank	Management	For	For	
3	Elect Nancy Dubuc	Management	For	For	
4	Elect Paul Edgecliffe-Johnson	Management	For	For	
5	Elect Alfred F. Hurley, Jr.	Management	For	For	
6	Elect Peter Jackson	Management	For	For	
7	Elect Holly K. Koeppel	Management	For	For	
8	Elect Carolan Lennon	Management	For	For	
9	Elect Atif Rafiq	Management	For	For	
10	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards.
11	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
12	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
13	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
16	Authority to Repurchase Shares	Management	For	For	
17	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For	For	
18	Transfer of Listing	Management	For	For	
19	Adoption of New Articles	Management	For	For	

<b>Lancashire Holdings Limited</b>	<b>Meeting Date: 01.05.2024</b>	<b>Meeting Type: Annual</b>
------------------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Philip Broadley	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Michael Dawson	Management	For	For	
6	Elect Jack Gressier	Management	For	For	
7	Elect Bryan Joseph	Management	For	For	
8	Elect Natalie Kershaw	Management	For	For	
9	Elect Robert Lusardi	Management	For	For	
10	Elect Alex Maloney	Management	For	For	
11	Elect Irene McDermott Brown	Management	For	For	
12	Elect Sally Williams	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	

<b>PepsiCo Inc</b>	<b>Meeting Date: 01.05.2024</b>	<b>Meeting Type: Annual</b>
--------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Segun Agbaje	Management	For	For	
2	Elect Jennifer Bailey	Management	For	For	
3	Elect Cesar Conde	Management	For	For	
4	Elect Ian M. Cook	Management	For	For	
5	Elect Edith W. Cooper	Management	For	For	
6	Elect Susan M. Diamond	Management	For	For	
7	Elect Dina Dublon	Management	For	For	
8	Elect Michelle D. Gass	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Ramon L. Laguarda	Management	For	For	
10	Elect Dave Lewis	Management	For	For	
11	Elect David C. Page	Management	For	For	
12	Elect Robert C. Pohlad	Management	For	For	
13	Elect Daniel L. Vasella	Management	For	For	
14	Elect Darren Walker	Management	For	For	
15	Elect Alberto Weisser	Management	For	For	
16	Ratification of Auditor	Management	For	For	
17	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
18	Amendment to the Long-Term Incentive Plan	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
19	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits.
20	Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
21	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
22	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.
23	Shareholder Proposal Regarding Report on Biodiversity Loss	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports.
24	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.
25	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
26	Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

## S&P Global Inc

Meeting Date: 01.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marco Alverà	Management	For	For	
2	Elect Jacques Esculier	Management	For	For	
3	Elect Gay Huey Evans	Management	For	For	
4	Elect William D. Green	Management	For	For	
5	Elect Stephanie C. Hill	Management	For	For	
6	Elect Rebecca Jacoby	Management	For	For	
7	Elect Robert P. Kelly	Management	For	For	
8	Elect Ian P. Livingston	Management	For	For	
9	Elect Maria R. Morris	Management	For	For	
10	Elect Douglas L. Peterson	Management	For	For	
11	Elect Richard E. Thornburgh	Management	For	For	
12	Elect Gregory Washington	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Amendment to the Director Deferred Stock Ownership Plan	Management	For	For	
15	Ratification of Auditor	Management	For	For	

## Saudi National Bank

Meeting Date: 01.05.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Auditors' Report	Management	For	For	
2	Interim Dividend	Management	For	For	
3	Directors' Fees	Management	For	For	
4	Audit Committee Fees	Management	For	For	
5	Ratification of Board Acts	Management	For	For	
6	Amendments to Remuneration Policy	Management	For	For	
7	Related Party Transactions (Arabian Internet and Communications Services Co. 1)	Management	For	For	
8	Related Party Transactions (Arabian Internet and Communications Services Co. 2)	Management	For	For	
9	Related Party Transactions (Etihad Etisalat Co. 1)	Management	For	For	
10	Related Party Transactions (Etihad Etisalat Co. 2)	Management	For	For	
11	Related Party Transactions (ELM Information Security Co. 1)	Management	For	For	
12	Related Party Transactions (ELM Information Security Co. 2)	Management	For	For	
13	Related Party Transactions (ELM Information Security Co. 3)	Management	For	For	
14	Related Party Transactions (ELM Information Security Co. 4)	Management	For	For	
15	Related Party Transactions (ELM Information Security Co. 5)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Related Party Transactions (Saudi Accenture)	Management	For	For	
17	Related Party Transactions (National Security Services Co.)	Management	For	For	
18	Related Party Transactions (Bupa Arabia)	Management	For	For	
19	Elect Saeed Mohamed Al Ghamdi	Management	N/A	Abstain	Alternate nominee preferred
20	Elect Yazeed Abdulrahman Al Humaid	Management	N/A	Abstain	Alternate nominee preferred
21	Elect Huda Mohamed Ghoson	Management	N/A	For	
22	Elect Ziad Mohamed Al Tunisi	Management	N/A	For	
23	Elect Abdullah Abdulrahman Al Rwais	Management	N/A	For	
24	Elect Ibrahim Saad Al Mojel	Management	N/A	Abstain	Alternate nominee preferred
25	Elect Rashed Ibrahim M. Sherif	Management	N/A	Abstain	Alternate nominee preferred
26	Elect Dima Yahya Al Yahya	Management	N/A	Abstain	Alternate nominee preferred
27	Elect Faisal Omar Al Sakkaf	Management	N/A	For	
28	Elect Bleiheid Nasser Al Bleiheid	Management	N/A	Abstain	Alternate nominee preferred
29	Elect Abdulrahman Mohamed Al Issa	Management	N/A	For	
30	Elect Abdulrahman Said Al Yamani	Management	N/A	Abstain	Alternate nominee preferred
31	Elect Amro Khaled A. Kurdi	Management	N/A	Abstain	Alternate nominee preferred
32	Elect Ahmed Sirag Khogeer	Management	N/A	Abstain	Alternate nominee preferred
33	Elect Tarek Abdulrahman Al Sadhan	Management	N/A	For	
34	Elect Mosaed Sulaiman Al Ohali	Management	N/A	Abstain	Alternate nominee preferred
35	Elect Fahad Mohamed Al Sammari	Management	N/A	For	
36	Elect Abdulaziz Abdulmohsen Al Bakr	Management	N/A	For	
37	Elect Khaled Saleh Al Khattaf	Management	N/A	For	
38	Elect Basma Mazayad Al Tuwaijri	Management	N/A	Abstain	Alternate nominee preferred
39	Elect Abdulwahab Mosaab Abukwaik	Management	N/A	Abstain	Alternate nominee preferred
40	Elect Sami Ahmed Al Babbain	Management	N/A	For	
41	Elect Mohamed Mubarak Al Ramel	Management	N/A	For	
42	Election of Audit Committee Members	Management	For	For	
43	Authority to Pay Interim Dividend	Management	For	For	
44	Board Transactions	Management	For	For	
45	Amendments to Articles	Management	For	For	

### Smith & Nephew plc

Meeting Date: 01.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Jeremy K. Maiden	Management	For	For	
6	Elect Simon J. Lowth	Management	For	For	
7	Elect John Rogers	Management	For	For	
8	Elect Rupert Soames	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
9	Elect Jo Hallas	Management	For	For	
10	Elect John Ma	Management	For	For	
11	Elect Katarzyna Mazur-Hofsaess	Management	For	For	
12	Elect Deepak Nath	Management	For	For	
13	Elect Marc Owen	Management	For	For	
14	Elect Angie Risley	Management	For	For	
15	Elect Bob White	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Approval of Restricted Share Plan	Management	For	Against	Long term awards are not linked to performance. The company awards restricted stock unit without sufficient vesting period.
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Spirent Communications Plc

Meeting Date: 01.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Elect Paula Bell	Management	For	For	
5	Elect Margaret Buggie	Management	For	For	
6	Elect Gary Bullard	Management	For	For	
7	Elect Wendy Koh	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Edgar Masri	Management	For	For	
9	Elect Jonathan C. Silver	Management	For	For	
10	Elect Bill G. Thomas	Management	For	For	
11	Elect Eric A Updyke	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Approval of the Long-Term Incentive Plan	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Spirent Communications Plc

Meeting Date: 01.05.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Scheme of Arrangement with Viavi Solutions Acquisitions Limited	Management	Against	Against	

### Spirent Communications Plc

Meeting Date: 01.05.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Effect the Scheme; Amendments to Articles	Management	Against	Against	

### Tritax Big Box Reit Plc

Meeting Date: 01.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Elect Aubrey Adams	Management	For	For	
5	Elect Elizabeth Brown	Management	For	For	
6	Elect Wu Gang	Management	For	For	
7	Elect Alastair Hughes	Management	For	For	
8	Elect Richard Laing	Management	For	For	
9	Elect Karen Whitworth	Management	For	For	
10	Appointment of Auditor	Management	For	For	
11	Authority to Set Auditor's Fees	Management	For	For	
12	Dividend Policy	Management	For	For	
13	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
16	Authority to Repurchase Shares	Management	For	For	
17	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Tritax Big Box Reit Plc

Meeting Date: 01.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Scheme of Arrangement with UK Commercial Property REIT Limited	Management	For	For	

### Unilever plc

Meeting Date: 01.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Advisory Vote on Climate Transition Action Plan	Management	For	For	
5	Elect Fernando Fernandez	Management	For	For	
6	Elect Adrian Hennah	Management	For	For	
7	Elect Andrea Jung	Management	For	For	
8	Elect Susan Kilsby	Management	For	For	
9	Elect Ruby Lu	Management	For	For	
10	Elect Ian K. Meakins	Management	For	For	
11	Elect Judith McKenna	Management	For	For	
12	Elect Nelson Peltz	Management	For	For	
13	Elect Hein Schumacher	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
22	Adoption of New Articles	Management	For	For	

<b>Aviva Plc</b>		<b>Meeting Date: 02.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Approval of the Company's Climate-related Financial Disclosure	Management	For	For	
5	Final Dividend	Management	For	For	
6	Elect Ian E. Clark	Management	For	For	
7	Elect George Culmer	Management	For	For	
8	Elect Amanda J. Blanc	Management	For	For	
9	Elect Charlotte C. Jones	Management	For	For	
10	Elect Andrea Blance	Management	For	For	
11	Elect Michael Craston	Management	For	For	
12	Elect Patrick Flynn	Management	For	For	
13	Elect Shonaid Jemmett-Page	Management	For	For	
14	Elect Mohit Joshi	Management	For	For	
15	Elect Pippa Lambert	Management	For	For	
16	Elect Jim McConville	Management	For	For	
17	Elect Michael Mire	Management	For	For	
18	Appointment of Auditor	Management	For	For	
19	Authority to Set Auditor's Fees	Management	For	For	
20	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
21	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
22	Authority to Issue Solvency II Securities w/ Preemptive Rights	Management	For	For	
23	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
24	Authority to Issue Solvency II Securities w/o Preemptive Rights	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Authority to Repurchase 8<sup>3/4</sup>% Preference Shares	Management	For	For	
27	Authority to Repurchase 8<sup>3/8</sup>% Preference Shares	Management	For	For	
28	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
29	Adoption of New Articles	Management	For	For	

<b>Capital One Financial Corp.</b>		<b>Meeting Date: 02.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard D. Fairbank	Management	For	For	
2	Elect Ime Archibong	Management	For	For	
3	Elect Christine R. Detrick	Management	For	For	
4	Elect Ann Fritz Hackett	Management	For	For	
5	Elect Suni P. Harford	Management	For	For	
6	Elect Peter Thomas Killalea	Management	For	For	
7	Elect Eli Leenaars	Management	For	For	
8	Elect François Locoh-Donou	Management	For	For	
9	Elect Peter E. Raskind	Management	For	For	
10	Elect Eileen M. Serra	Management	For	For	
11	Elect Mayo A. Shattuck III	Management	For	For	
12	Elect Craig Anthony Williams	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Amendment to the 2002 Associate Stock Purchase Plan	Management	For	For	
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports
17	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	For	
18	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns

Howden Joinery Group Plc		Meeting Date: 02.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Louis Eperjesi	Management	For	For	
5	Elect Vanda Murray	Management	For	For	
6	Elect Andrew Cripps	Management	For	For	
7	Elect Louise Fowler	Management	For	For	
8	Elect Paul Hayes	Management	For	For	
9	Elect Andrew Livingston	Management	For	For	
10	Elect Peter Ventress	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
11	Appointment of Auditor	Management	For	For	
12	Authority to Set Auditor's Fees	Management	For	For	
13	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Repurchase Shares	Management	For	For	
17	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

ITV		Meeting Date: 02.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Dawn Allen	Management	For	For	
6	Elect Salman Amin	Management	For	For	
7	Elect Edward H. Bonham Carter	Management	For	For	
8	Elect Graham Cooke	Management	For	For	
9	Elect Andrew Cosslett	Management	For	For	
10	Elect Margaret Ewing	Management	For	For	
11	Elect Marjorie Kaplan	Management	For	For	
12	Elect Gidon Katz	Management	For	For	
13	Elect Chris Kennedy	Management	For	For	
14	Elect Carolyn McCall	Management	For	For	
15	Elect Sharmila Nebhrajani	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Melrose Industries Plc.		Meeting Date: 02.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Final Dividend	Management	For	For	
5	Performance Share Plan	Management	For	For	
6	Elect Peter Dilnot	Management	For	For	
7	Elect Matthew Gregory	Management	For	For	
8	Elect Justin Dowley	Management	For	For	
9	Elect David G. Lis	Management	For	For	
10	Elect Charlotte L. Twynning	Management	For	For	
11	Elect Heather Lawrence	Management	For	For	
12	Elect Gillian Elcock	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
20	Reduction in Share Premium Account	Management	For	For	

### Moneysupermarket.Com Group Plc

Meeting Date: 02.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	Against	The compensation plan does not disclose the CEO pay compared to median employee. Long term awards are not linked to performance.
3	Increase in NED Fee Cap	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Robin Freestone	Management	For	For	
6	Elect Peter Duffy	Management	For	For	
7	Elect Sarah Warby	Management	For	For	
8	Elect Caroline Britton	Management	For	For	
9	Elect Lesley Jones	Management	For	For	
10	Elect Rakesh Sharma	Management	For	For	
11	Elect Niall McBride	Management	For	For	
12	Elect Mary Beth Christie	Management	For	For	
13	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
14	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
15	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Reckitt Benckiser Group Plc

Meeting Date: 02.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Andrew RJ Bonfield	Management	For	For	
5	Elect Olivier Bohuon	Management	For	For	
6	Elect Margherita Della Valle	Management	For	For	
7	Elect Mehmood Khan	Management	For	For	
8	Elect Elane B. Stock	Management	For	For	
9	Elect Mary Harris	Management	For	For	
10	Elect D. Jeremy Darroch	Management	For	For	
11	Elect Tamara Ingram	Management	For	For	
12	Elect Kris Licht	Management	For	For	
13	Elect Shannon Eisenhardt	Management	For	For	
14	Elect Marybeth Hays	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### RIO Tinto Ltd.

Meeting Date: 02.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report (UK)	Management	For	For	
4	Remuneration Report (AUS)	Management	For	For	
5	Increase in NED Fee Cap	Management	For	For	
6	Elect Dean Dalla Valle	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Susan Lloyd-Hurwitz	Management	For	For	
8	Elect Martina Merz	Management	For	For	
9	Elect James C. O'Rourke	Management	For	For	
10	Re-elect Dominic Barton	Management	For	For	
11	Re-elect Peter Cunningham	Management	For	For	
12	Re-elect Simon P. Henry	Management	For	For	
13	Re-elect Kaisa Hietala	Management	For	For	
14	Re-elect Sam H. Laidlaw	Management	For	For	
15	Re-elect Jennifer Nason	Management	For	For	
16	Re-elect Jakob Stausholm	Management	For	For	
17	Re-elect Ngairé Woods	Management	For	For	
18	Re-elect Ben Wyatt	Management	For	For	
19	Appointment of Auditor	Management	For	For	
20	Authority to Set Auditor's Fees	Management	For	For	
21	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
22	Amendments to Articles (Class Rights Actions)	Management	For	For	
23	Amendments to Articles (General Updates)	Management	For	For	
24	Authority to Repurchase Shares	Management	For	For	

<b>RTX Corp</b>		<b>Meeting Date: 02.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Tracy A. Atkinson	Management	For	For	
2	Elect Christopher T. Calio	Management	For	For	
3	Elect Leanne G. Caret	Management	For	For	
4	Elect Bernard A. Harris, Jr.	Management	For	For	
5	Elect Gregory J. Hayes	Management	For	For	
6	Elect George R. Oliver	Management	For	For	
7	Elect Robert K. Ortberg	Management	For	For	
8	Elect Ellen M. Pawlikowski	Management	For	For	
9	Elect Denise L. Ramos	Management	For	For	
10	Elect Fredric G. Reynolds	Management	For	For	
11	Elect Brian C. Rogers	Management	For	For	
12	Elect James A. Winnefeld, Jr.	Management	For	For	
13	Elect Robert O. Work	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
15	Ratification of Auditor	Management	For	For	
16	Approve an Amendment to the RTX Corporation 2018 Long-Term Incentive Plan	Management	For	For	
17	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
18	Shareholder Proposal Regarding Report on Aligning Value Chain GHG Reductions with Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports
19	Shareholder Proposal Regarding Report on Human Rights Impact Assessment	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards

<b>CLP Holdings Ltd.</b>		<b>Meeting Date: 03.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect WANG Xiaojun	Management	For	For	
3	Elect CHIANG Tung Keung	Management	For	For	
4	Elect Diego Alejandro González Morales	Management	For	For	
5	Elect Christina Gaw	Management	For	For	
6	Elect Chunyuan Gu	Management	For	For	
7	Elect May Siew Boi TAN	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
10	Authority to Repurchase Shares	Management	For	For	

<b>CNH Industrial NV</b>		<b>Meeting Date: 03.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Suzanne Heywood to the Board of Directors	Management	For	For	
2	Elect Scott W. Wine to the Board of Directors	Management	For	For	
3	Elect Elizabeth A. Bastoni to the Board of Directors	Management	For	For	
4	Elect Howard W. Buffett to the Board of Directors	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Richard J. Kramer to the Board of Directors	Management	For	For	
6	Elect Karen Linehan to the Board of Directors	Management	For	For	
7	Elect Alessandro Nasi to the Board of Directors	Management	For	For	
8	Elect Vagn Sørensen to the Board of Directors	Management	For	For	
9	Elect Åsa Tamsons to the Board of Directors	Management	For	For	
10	Remuneration Policy	Management	For	For	
11	Non-Executive Remuneration Policy (Equity Grant)	Management	For	For	
12	Accounts and Reports	Management	For	For	
13	Allocation of Dividends	Management	For	For	
14	Ratification of Board of Directors Acts	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Suppress Preemptive Rights	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	

### Deutsche Post AG

Meeting Date: 03.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	
5	Elect Ann-Kristin Achleitner	Management	For	For	
6	Elect Hans-Ulrich Engel	Management	For	For	
7	Elect Heinrich Hiesinger	Management	For	For	
8	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP; The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.

### HDFC Bank Ltd.

Meeting Date: 03.05.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect and Appoint Atanu Chakraborty (Non-Executive Chair); Approval of Remuneration	Management	For	For	

### HSBC Holdings plc

Meeting Date: 03.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Maximum Variable Pay Ratio	Management	For	For	
4	Elect Ann F. Godbehere	Management	For	For	
5	Elect Brendan R. Nelson	Management	For	For	
6	Elect Swee Lian Teo	Management	For	For	
7	Elect Geraldine Buckingham	Management	For	For	
8	Elect Rachel Duan	Management	For	For	
9	Elect Georges Elhedery	Management	For	For	
10	Elect Dame Carolyn Fairbairn	Management	For	For	
11	Elect James A. Forese	Management	For	For	
12	Elect Steven Guggenheimer	Management	For	For	
13	Elect José Antonio Meade Kuribreña	Management	For	For	
14	Elect Kalpana Morparia	Management	For	For	
15	Elect Eileen Murray	Management	For	For	
16	Elect Noel Quinn	Management	For	For	
17	Elect Mark E. Tucker	Management	For	For	
18	Appointment of Auditor	Management	For	For	
19	Authority to Set Auditor's Fees	Management	For	For	
20	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
21	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
22	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
23	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
24	Authority to Issue Repurchased Shares	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Authority to Repurchase Shares Off-Market	Management	For	For	
27	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
28	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
29	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
30	Shareholder Proposal Regarding Pension Scheme	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.

### Intercontinental Hotels Group

Meeting Date: 03.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Rohinton Kalifa	Management	For	For	
5	Elect Angie Risley	Management	For	For	
6	Elect Graham Allan	Management	For	For	
7	Elect Daniela B. Soares	Management	For	For	
8	Elect Arthur de Haast	Management	For	For	
9	Elect Duriya M. Farooqui	Management	For	For	
10	Elect Michael Glover	Management	For	For	
11	Elect Byron Grote	Management	For	For	
12	Elect Elie Maalouf	Management	For	For	
13	Elect Deanna W. Oppenheimer	Management	For	For	
14	Elect Sharon Rothstein	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
23	Adoption of New Articles	Management	For	For	

### Mondi

Meeting Date: 03.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Svein Richard Brandtzæg	Management	For	For	
5	Elect Susan M. Clark	Management	For	For	
6	Elect Anke Groth	Management	For	For	
7	Elect Andrew King	Management	For	For	
8	Elect Sakumzi (Saki) J. Macozoma	Management	For	For	
9	Elect Michael Powell	Management	For	For	
10	Elect Dominique Reiniche	Management	For	For	
11	Elect Dame Angela Strank	Management	For	For	
12	Elect Philip Yea	Management	For	For	
13	Elect Stephen Young	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### RWE AG

Meeting Date: 03.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratify Markus Krebber	Management	For	For	
3	Ratify Katja van Doren	Management	For	For	
4	Ratify Michael Müller	Management	For	For	
5	Ratify Zvezdana Seeger	Management	For	For	
6	Ratify Werner Brandt	Management	For	For	
7	Ratify Ralf Sikorski	Management	For	For	
8	Ratify Michael Bochinsky	Management	For	For	
9	Ratify Sandra Bossemeyer	Management	For	For	
10	Ratify Hans Bünting	Management	For	For	
11	Ratify Matthias Dürbaum	Management	For	For	
12	Ratify Ute Gerbault	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Ratify Hans-Peter Keitel	Management	For	For	
14	Ratify Monika Kircher	Management	For	For	
15	Ratify Thomas Kufen	Management	For	For	
16	Ratify Reiner van Limbeck	Management	For	For	
17	Ratify Harald Louis	Management	For	For	
18	Ratify Dagmar Paasch	Management	For	For	
19	Ratify Erhard Schipporeit	Management	For	For	
20	Ratify Dirk Schumacher	Management	For	For	
21	Ratify Ullrich Sierau	Management	For	For	
22	Ratify Hauke Stars	Management	For	For	
23	Ratify Helle Valentin	Management	For	For	
24	Ratify Andreas Wagner	Management	For	For	
25	Ratify Marion Weckes	Management	For	For	
26	Appointment of Auditor	Management	For	For	
27	Elect Frank Appel	Management	For	For	
28	Elect Ute Gerbaulet	Management	For	For	
29	Elect Jörg Rocholl	Management	For	For	
30	Elect Thomas Westphal	Management	For	For	
31	Remuneration Report	Management	For	For	

### Telkom Indonesia (Persero) Tbk PT

Meeting Date: 03.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Directors' and Commissioners' Fees	Management	For	Against	Remuneration - Vote Against when remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors
4	Appointment of Auditor and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.
5	Election of Directors and/or Commissioners (Slate)	Management	For	Against	The company has not provided sufficient information.

### Berkshire Hathaway Inc.

Meeting Date: 04.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Warren E. Buffett	Management	For	Withhold	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
2	Elect Gregory E. Abel	Management	For	For	
3	Elect Howard G. Buffett	Management	For	For	
4	Elect Susan A. Buffett	Management	For	For	
5	Elect Stephen B. Burke	Management	For	Withhold	Did not implement frequency of Say-on-Pay approved by shareholders; Did not implement shareholder proposals passed by a majority of unaffiliated shareholders
6	Elect Kenneth I. Chenault	Management	For	Withhold	Did not implement frequency of Say-on-Pay approved by shareholders; Did not implement shareholder proposals passed by a majority of unaffiliated shareholders
7	Elect Christopher C. Davis	Management	For	For	
8	Elect Susan L. Decker	Management	For	For	
9	Elect Charlotte Guyman	Management	For	Withhold	Board - Vote against when the board fails to incorporate basic considerations for gender diversity. Did not implement frequency of Say-on-Pay approved by shareholders; Did not implement shareholder proposals passed by a majority of unaffiliated shareholders
10	Elect Ajit Jain	Management	For	For	
11	Elect Thomas S. Murphy, Jr.	Management	For	Withhold	Did not implement frequency of Say-on-Pay approved by shareholders; Did not implement shareholder proposals passed by a majority of unaffiliated shareholders
12	Elect Ronald L. Olson	Management	For	For	
13	Elect Wallace R. Weitz	Management	For	For	
14	Elect Meryl B. Witmer	Management	For	For	
15	Shareholder Proposal Regarding Aligning GHG Reductions With Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when proposal requests company to take action on climate change and enhances long term shareholder value creation
16	Shareholder Proposal Regarding Climate Report	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks.
17	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
18	Shareholder Proposal Regarding Formation of Railroad Safety Committee	Shareholder	Against	Against	SHP - While we support the spirit of the proposal and acknowledge the importance of overseeing safety related matters, we deem the proposal to be too prescriptive in the specific actions required from the company. We encourage the company to provide more information with respect to the safety considerations surrounding the operations of its subsidiaries.
19	Shareholder Proposal Regarding Audited Report on Financial Statement Assumptions Regarding Climate Change	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
20	Shareholder Proposal Regarding Report on Corporate Operations with China	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.



Tata Consumer Products Ltd.		Meeting Date: 04.05.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of the Tata Consumer Products Limited - Share-based Long-Term Incentive Scheme 2024 (TCPL SLTI Scheme 2024)	Management	For	Against	Plan does not disclose performance targets.
2	TCPL SLTI Scheme 2024 for Subsidiary	Management	For	Against	Plan does not disclose performance targets.
3	Elect Shikha Sharma	Management	For	For	
4	Elect Bharat Puri	Management	For	For	

American Express Co.		Meeting Date: 06.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect John J. Brennan	Management	For	For	
2	Elect Walter J. Clayton III	Management	For	For	
3	Elect Theodore J. Leonsis	Management	For	For	
4	Elect Deborah P. Majoras	Management	For	For	
5	Elect Lynn A. Pike	Management	For	For	
6	Elect Stephen J. Squeri	Management	For	For	
7	Elect Karen L. Parkhill	Management	For	For	
8	Elect Charles E. Phillips, Jr.	Management	For	For	
9	Elect Thomas J. Baltimore, Jr.	Management	For	Against	Serves on too many boards
10	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
11	Elect Daniel L. Vasella	Management	For	For	
12	Elect Lisa W. Wardell	Management	For	For	
13	Elect Christopher D. Young	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure, Height and Transparency & Accountability.
16	Amendment to the 2016 Incentive Compensation Plan	Management	For	For	
17	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus
18	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Target	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Lilly(Eli) & Co		Meeting Date: 06.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Katherine Baicker	Management	For	For	
2	Elect J. Erik Fyrwald	Management	For	For	
3	Elect Jamere Jackson	Management	For	For	
4	Elect Gabrielle Sulzberger	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Repeal of Classified Board	Management	For	For	
8	Shareholder Proposal Regarding Human Rights Policy	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
9	Elimination of Supermajority Requirement	Management	For	For	
10	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
11	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	
12	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Responsible Drug Pricing/Distribution

Saudi Arabian Oil Company		Meeting Date: 06.05.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Yaser Othman Al Rumayyan	Management	For	Against	Environment - Vote Against the Chair of the Board when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
2	Elect Ibrahim Abdulaziz A. Al Assaf	Management	For	Abstain	Board - Vote Abstain when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
3	Elect Mohamed Abdullah A. Al Jadaan	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
4	Elect Faisal bin Fadhil Al Ibrahim	Management	For	Abstain	Board - Vote Abstain when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
5	Elect Andrew N. Liveris	Management	For	For	
6	Elect Lynn L. Elsenhans	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Mark A. Weinberger	Management	For	For	
8	Elect Stuart T. Gulliver	Management	For	For	
9	Elect Khalid Hashim Al Dabbagh	Management	For	Abstain	Board - Vote Abstain when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
10	Elect Robert W. Dudley	Management	For	For	
11	Amendments to Article 16 (Board Vacancy)	Management	For	For	
12	Amendments to Article 18 (Board Remuneration)	Management	For	Against	Shareholder rights - vote against when the proposed changes to the articles of association are not in the best interests of minority shareholders
13	Amendments to Article 22 (Board Deliberations)	Management	For	For	
14	Amendments to Article 26 (Shareholders Meetings Invitation)	Management	For	For	
15	Amendments to Article 32 (Shareholders Meetings Agenda)	Management	For	For	
16	Amendments to Article 37 (Company Reports)	Management	For	For	
17	Amendments to Article 41 (Board Members Liability)	Management	For	For	
18	Amendments to Article 44 (Liability Claim)	Management	For	For	

### Zhejiang Sanhua Intelligent Controls Co. Ltd.

Meeting Date: 06.05.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 RESTRICTED STOCK INCENTIVE PLAN (DRAFT) AND ITS SUMMARY	Management	For	For	
2	2024 APPRECIATION RIGHTS INCENTIVE PLAN (DRAFT) AND ITS SUMMARY	Management	For	For	
3	APPRAISAL MANAGEMENT MEASURES FOR THE 2024 EQUITY INCENTIVE PLAN	Management	For	For	
4	Authorization to the Board to Handle Matters Regarding the 2024 Equity Incentive Plan	Management	For	For	

### Danaher Corp.

Meeting Date: 07.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rainer M. Blair	Management	For	For	
2	Elect Feroz Dewan	Management	For	For	
3	Elect Linda P. Hefner Filler	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Teri L. List	Management	For	For	
5	Elect Jessica L. Mega	Management	For	For	
6	Elect Mitchell P. Rales	Management	For	For	
7	Elect Steven M. Rales	Management	For	For	
8	Elect Pardis C. Sabeti	Management	For	For	
9	Elect A. Shane Sanders	Management	For	For	
10	Elect John T. Schwieters	Management	For	For	
11	Elect Alan G. Spoon	Management	For	For	
12	Elect Raymond C. Stevens	Management	For	For	
13	Elect Elias A. Zerhouni	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
16	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
17	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

### DSM-Firmenich AG

Meeting Date: 07.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Matters	Management	For	For	
3	Ratification of Board and Management Acts	Management	For	For	
4	Allocation of Profits; Dividend from Reserves	Management	For	For	
5	Elect Thomas Leysen	Management	For	For	
6	Elect Patrick Firmenich	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
7	Elect Sze Cotte-Tan	Management	For	For	
8	Elect Antoine A. Firmenich	Management	For	For	
9	Elect Erica L. Mann	Management	For	For	
10	Elect Carla M.C. Mahieu	Management	For	For	
11	Elect Frits Dirk van Paasschen	Management	For	For	
12	Elect André Pometta	Management	For	For	
13	Elect John Ramsay	Management	For	For	
14	Elect Richard Ridinger	Management	For	For	
15	Elect Corien M. Wortmann-Kool	Management	For	For	
16	Elect Carla M.C. Mahieu as Compensation Committee Member	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
17	Elect Thomas Leysen as Compensation Committee Member	Management	For	For	
18	Elect Frits Dirk van Paasschen as Compensation Committee Member	Management	For	For	
19	Elect André Pometta as Compensation Committee Member	Management	For	For	
20	Board Compensation	Management	For	For	
21	Appointment of Auditor	Management	For	For	
22	Appointment of Independent Proxy	Management	For	For	
23	Executive Compensation (Total)	Management	For	For	
24	Compensation Report	Management	For	For	
25	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise

<b>Eurazeo</b>		<b>Meeting Date: 07.05.2024</b>		<b>Meeting Type: Mix</b>	
----------------	--	---------------------------------	--	--------------------------	--

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Consolidated Accounts and Reports	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Related Party Transactions (JCDecaux Holding SAS)	Management	For	For	
6	Elect Isabelle Ealet	Management	For	For	
7	Elect Cathia Lawson-Hall	Management	For	For	
8	Elect Louis Stern	Management	For	For	
9	Elect Jean-Charles Decaux	Management	For	For	
10	2024 Remuneration Policy (Supervisory Board)	Management	For	For	
11	2024 Remuneration Policy (Management Board Members)	Management	For	For	
12	2023 Remuneration Report	Management	For	For	
13	2023 Remuneration of Jean-Charles Decaux, Supervisory Board Chair	Management	For	For	
14	2023 Remuneration of Christophe Bavière, Management Board Member	Management	For	For	
15	2023 Remuneration of William Kadouch-Chassaing, Management Board Member	Management	For	For	
16	2023 Remuneration of Sophie Flak, Management Board Member	Management	For	For	
17	2023 Remuneration of Olivier Millet, Management Board Member	Management	For	For	
18	2023 Remuneration of Virginie Morgon, Former Management Board Chair (until February 5, 2023)	Management	For	For	
19	2023 Remuneration of Marc Frappier, Former Management Board Member (until February 5, 2023)	Management	For	For	
20	2023 Remuneration of Nicolas Huet, Former Management Board Member (until February 5, 2023)	Management	For	For	
21	Authority to Repurchase and Reissue Shares	Management	For	For	
22	Authority to Increase Capital Through Capitalisations	Management	For	For	
23	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
24	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	
25	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
26	Authority to Set Offering Price of Shares	Management	For	For	
27	Greenshoe	Management	For	For	
28	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
29	Employee Stock Purchase Plan	Management	For	For	
30	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	
31	Authorisation of Legal Formalities	Management	For	For	

<b>JSE Limited</b>		<b>Meeting Date: 07.05.2024</b>		<b>Meeting Type: Annual</b>	
--------------------	--	---------------------------------	--	-----------------------------	--

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Ian M. Kirk	Management	For	For	
2	Re-elect Faith N. Khanyile	Management	For	For	
3	Re-elect Zarina B.M. Bassa	Management	For	For	
4	Appointment of Auditor	Management	For	Against	Audit fees are excessive.
5	Election of Audit Committee Chair (Suresh P. Kana)	Management	For	For	
6	Election of Audit Committee Member (Faith N. Khanyile)	Management	For	For	
7	Election of Audit Committee Member (Zarina B.M. Bassa)	Management	For	For	
8	Authorisation of Legal Formalities	Management	For	For	
9	Approve Remuneration Policy	Management	For	For	
10	Approve Remuneration Implementation Report	Management	For	For	
11	Authority to Repurchase Shares	Management	For	For	
12	Approve Financial Assistance (Sections 44 and 45)	Management	For	For	
13	Approve Financial Assistance (LTIS 2018 Trust)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Approve NEDs' Fees	Management	For	For	

### Just Group Plc

Meeting Date: 07.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect James A Brown	Management	For	For	
5	Elect Mark W Godson	Management	For	For	
6	Elect Michelle Cracknell	Management	For	For	
7	Elect John Hastings-Bass	Management	For	For	
8	Elect Mary Kerrigan	Management	For	For	
9	Elect Mary Phibbs	Management	For	For	
10	Elect David Richardson	Management	For	For	
11	Elect Kalpana Shah	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Koninklijke Philips N.V.

Meeting Date: 07.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Ratification of Management Board Acts	Management	For	For	
5	Ratification of Supervisory Board Acts	Management	For	For	
6	Elect Charlotte Hanneman to the Management Board	Management	For	For	
7	Elect Feike Sijbesma to the Supervisory Board	Management	For	For	
8	Elect Peter Löscher to the Supervisory Board	Management	For	For	
9	Elect Benoît Ribadeau-Dumas to the Supervisory Board	Management	For	For	
10	Management Board Remuneration Policy	Management	For	For	
11	Supervisory Board Remuneration Policy	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Suppress Preemptive Rights	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	
15	Cancellation of Shares	Management	For	For	

### TEMENOS AG

Meeting Date: 07.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor	Management	For	For	
2	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise
3	Elect Dorothee Deuring as Compensation Committee Member	Management	For	For	
4	Appointment of Independent Proxy	Management	For	For	
5	Report on Non-Financial Matters	Management	For	For	
6	Compensation Report	Management	For	Against	Special plan terms for interim CEO
7	Allocation of Dividends	Management	For	For	
8	Ratification of Board and Management Acts	Management	For	For	
9	Board Compensation	Management	For	For	
10	Executive Compensation (Total)	Management	For	For	
11	Amendments to Articles (Headquarter)	Management	For	For	
12	Amendments to Articles (Company Purpose)	Management	For	For	
13	Approval of a Capital Band	Management	For	For	
14	Amendments to Articles (Miscellaneous)	Management	For	Against	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.
15	Amendments to Articles (Compensation, Mandates)	Management	For	For	
16	Elect Laurie Readhead	Management	For	For	
17	Elect Michael A. Gorriz	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	Elect Thibault de Tersant as Board Chair	Management	For	For	
19	Elect Peter Spenser	Management	For	For	
20	Elect Maurizio Carli	Management	For	For	
21	Elect Cecilia Hultén	Management	For	For	
22	Elect Xavier Cauchois	Management	For	For	
23	Elect Maurizio Carli as Compensation Committee Member	Management	For	For	
24	Elect Cecilia Hultén as Compensation Committee Member	Management	For	For	
25	Accounts and Reports	Management	For	For	
26	Elect Dorothée Deuring	Management	For	For	
27	Elect Peter Spenser as Compensation Committee Member	Management	For	For	

### Yantai Jereh Oilfield Services Group

Meeting Date: 07.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Board Authorization to Handle Matters Related to the Fourth Employee Stock Ownership Plan	Management	For	Against	Not in shareholders' best interests
2	Shareholder Proposal: Authority to Give Guarantees to Customers for the Leasing Business of the Company and its Subsidiaries	Management	For	Against	The company has not provided sufficient information.
3	2023 Directors' Report	Management	For	For	
4	2023 Supervisors' Report	Management	For	For	
5	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
6	2023 Allocation of Profits/Dividends	Management	For	For	
7	2024 to 2026 Shareholder Returns Plan	Management	For	For	
8	Appointment of Auditor	Management	For	For	
9	2024 Directors' Fees (Forward-Looking)	Management	For	For	
10	2024 Supervisors' Fees (Forward-Looking)	Management	For	For	
11	Approval of Line of Credit and Authority to Give Guarantees to the Company and Its Subsidiaries	Management	For	For	
12	LAUNCHING FOREIGN EXCHANGE HEDGING BUSINESS	Management	For	For	
13	Amendments to Management System for External Guarantees	Management	For	For	
14	Establishment of Procedural Rules: Appointment of Auditor	Management	For	For	
15	FENDOUZHE NO. 9 EMPLOYEE STOCK OWNERSHIP PLAN (DRAFT) AND ITS SUMMARY	Management	For	For	
16	Establishment of Management Rules for the Fendouzhe No. 9 Employee Stock Ownership Plan	Management	For	Against	Not in shareholders' best interests
17	Board Authorization to Handle Matters Related to the Fendouzhe No. 9 Employee Stock Ownership Plan	Management	For	Against	Not in shareholders' best interests
18	The Fourth Employee Stock Ownership Plan (Draft) and Its Summary	Management	For	For	
19	Establishment of Management Measures for the Fourth Employee Stock Ownership Plan	Management	For	Against	Not in shareholders' best interests

### Allianz SE

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratify Oliver Bäte	Management	For	For	
3	Ratify Sirma Boshnakova	Management	For	For	
4	Ratify Barbara Karuth-Zelle	Management	For	For	
5	Ratify Klaus-Peter Röhler	Management	For	For	
6	Ratify Giulio Terzariol	Management	For	For	
7	Ratify Günther Thallinger	Management	For	For	
8	Ratify Christopher Townsend	Management	For	For	
9	Ratify Renate Wagner	Management	For	For	
10	Ratify Andreas Wimmer	Management	For	For	
11	Ratify Michael Diekmann	Management	For	For	
12	Ratify Gabriele Burkhardt-Berg	Management	For	For	
13	Ratify Herbert Hainer	Management	For	For	
14	Ratify Sophie Boissard	Management	For	For	
15	Ratify Christine Bosse	Management	For	For	
16	Ratify Rashmy Chatterjee	Management	For	For	
17	Ratify Friedrich Eichiner	Management	For	For	
18	Ratify Jean-Claude Le Goaër	Management	For	For	
19	Ratify Martina Grundler	Management	For	For	
20	Ratify Frank Kirsch	Management	For	For	
21	Ratify Jürgen Lawrenz	Management	For	For	
22	Ratify Primiano Di Paolo	Management	For	For	
23	Appointment of Auditor	Management	For	For	
24	Remuneration Report	Management	For	For	
25	Elect Stephanie Bruce	Management	For	For	
26	Elect Jörg Schneider	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
27	Authority to Repurchase and Reissue Shares	Management	For	For	

<b>Anta Sports Products</b>	<b>Meeting Date: 08.05.2024</b>	<b>Meeting Type: Annual</b>
-----------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect DING Shizhong	Management	For	For	
4	Elect LAI Shixian	Management	For	For	
5	Elect WU Yonghua	Management	For	For	
6	Elect ZHENG Jie	Management	For	For	
7	Directors' Fees	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed
10	Authority to Repurchase Shares	Management	For	For	
11	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
12	Amendments to Articles	Management	For	For	

<b>Antofagasta plc</b>	<b>Meeting Date: 08.05.2024</b>	<b>Meeting Type: Annual</b>
------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place
3	Final Dividend	Management	For	For	
4	Elect Jean-Paul Luksic Fontbona	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
5	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
6	Authority to Repurchase Shares	Management	For	For	
7	Appointment of Auditor	Management	For	For	
8	Authority to Set Auditor's Fees	Management	For	For	
9	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
11	Elect Tony Jensen	Management	For	For	
12	Elect Eugenia Parot	Management	For	For	
13	Elect Heather Lawrence	Management	For	For	
14	Elect Tracey Kerr	Management	For	For	
15	Elect Vivianne Blanlot	Management	For	For	
16	Elect A.E. Michael Anglin	Management	For	For	
17	Elect Francisca Castro	Management	For	For	
18	Elect Ramón F. Jara	Management	For	Against	Related party transactions
19	Elect Juan Claro	Management	For	For	
20	Elect Andrés Luksic Craig	Management	For	Against	Less than 75% Attendance
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Cathay Pacific Airways Ltd.</b>	<b>Meeting Date: 08.05.2024</b>	<b>Meeting Type: Annual</b>
------------------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rebecca Jane SHARPE	Management	For	For	
2	Elect WANG Mingyuan	Management	For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
3	Appointment of Auditor and Authority to Set Fees	Management	For	For	
4	Authority to Repurchase Shares	Management	For	For	
5	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed

<b>Direct Line Insurance Group plc</b>	<b>Meeting Date: 08.05.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect David Neave	Management	For	For	
5	Elect Adam Winslow	Management	For	For	
6	Elect Carol Hagh	Management	For	For	
7	Elect Tracy Corrigan	Management	For	For	
8	Elect Danuta Gray	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Mark Gregory	Management	For	For	
10	Elect Adrian Joseph	Management	For	For	
11	Elect Mark Lewis	Management	For	For	
12	Elect Neil Manser	Management	For	For	
13	Elect Fiona McBain	Management	For	For	
14	Elect Gregor Stewart	Management	For	For	
15	Elect Richard C. Ward	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
24	Authority to Issue Restricted Tier 1 Capital Instruments w/ Preemptive Rights	Management	For	For	
25	Authority to Issue Restricted Tier 1 Capital Instruments w/o Preemptive Rights	Management	For	For	

### Enbridge Inc

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mayank M. Ashar	Management	For	For	
2	Elect Gaurdie E. Banister Jr.	Management	For	For	
3	Elect Pamela L. Carter	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
4	Elect Susan M. Cunningham	Management	For	For	
5	Elect Gregory L. Ebel	Management	For	For	
6	Elect Jason B. Few	Management	For	For	
7	Elect Theresa B.Y. Jang	Management	For	For	
8	Elect Teresa S. Madden	Management	For	For	
9	Elect Manjit Minhas	Management	For	For	
10	Elect Stephen S. Poloz	Management	For	For	
11	Elect S. Jane Rowe	Management	For	For	
12	Elect Steven W. Williams	Management	For	For	
13	Appointment of Auditor and Authority to Set Fees	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
15	Shareholder Proposal Regarding Governance Systems for Climate and Environmental Impacts	Shareholder	Against	Against	SHP - Vote Against when the request is not in the best interests of shareholders
16	Shareholder Proposal Regarding Disclosure of All Material Scope 3 Emissions	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports

### GSK Plc

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect Wendy Becker	Management	For	For	
4	Elect Jeannie Lee	Management	For	For	
5	Elect Sir Jonathan R. Symonds	Management	For	For	
6	Elect Emma N. Walmsley	Management	For	For	
7	Elect Julie Brown	Management	For	For	
8	Elect Elizabeth McKee Anderson	Management	For	For	
9	Elect Charles A. Bancroft	Management	For	For	
10	Elect Hal V. Barron	Management	For	For	
11	Elect Anne Beal	Management	For	For	
12	Elect Harry Dietz	Management	For	For	
13	Elect Jesse Goodman	Management	For	For	
14	Elect Vishal Sikka	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
21	Authority to Repurchase Shares	Management	For	For	
22	Approve Exemption from Statement of the Senior Statutory Auditor's name in published Auditors' Reports	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

## Haleon plc

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Manvinder Singh Banga	Management	For	For	
2	Elect Marie-Anne Aymerich	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Final Dividend	Management	For	For	
6	Elect Dave J. Lewis	Management	For	For	
7	Elect Brian McNamara	Management	For	For	
8	Elect Tobias Hestler	Management	For	For	
9	Elect Tracy Clarke	Management	For	For	
10	Elect Vivienne Cox	Management	For	For	
11	Elect Asmita Dubey	Management	For	For	
12	Elect Deirdre Mahlan	Management	For	For	
13	Elect David Denton	Management	For	For	
14	Elect Bryan Supran	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Repurchase Shares Off-market	Management	For	For	

## Holcim Ltd

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Independent Proxy	Management	For	For	
2	Board Compensation	Management	For	For	
3	Executive Compensation (Total)	Management	For	For	
4	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise
5	Elect Michael H. McGarry as Nominating, Compensation and Governance Committee Member	Management	For	For	
6	Appointment of Auditor	Management	For	For	
7	Advisory Vote on Climate Report	Management	For	For	Company has ambitious short-, medium- and long-term GHG emissions reduction targets covering all material Scope 1, 2 and 3 GHG emissions. The 20230 and 2050 targets are SBTi-verified in line with 1.5C. The company has detailed decarbonization strategy with quantified milestones for 2030 and demonstrable evidence of decarbonization & actions. The capex plan is primarily focused on CCUS, and this is the main area that could be improved further. Overall, we find this to be a robust transition plan.
8	Ratification of Board and Management Acts	Management	For	For	
9	Allocation of Profits; Dividend from Reserves	Management	For	For	
10	Accounts and Reports	Management	For	For	
11	Compensation Report	Management	For	For	
12	Report on Non-Financial Matters	Management	For	For	
13	Elect Catrin Hinkel	Management	For	For	
14	Elect Michael H. McGarry	Management	For	For	
15	Elect Ilias Läber as Nominating, Compensation and Governance Committee Member	Management	For	For	
16	Elect Jürg Oleas as Nominating, Compensation and Governance Committee Member	Management	For	For	
17	Elect Claudia Sender Ramírez as Nominating, Compensation and Governance Committee Member	Management	For	For	
18	Elect Hanne Birgitte Breinbjerg Sørensen as Nominating, Compensation and Governance Committee Member	Management	For	For	
19	Elect Claudia Sender Ramírez	Management	For	For	
20	Elect Hanne Birgitte Breinbjerg Sørensen	Management	For	For	
21	Allocation of Profits; Dividend from Reserves	Management	For	For	
22	Elect Jan Jenisch as Board Chair	Management	For	For	
23	Elect Philippe Block	Management	For	For	
24	Elect Kim Fausing	Management	For	For	
25	Elect Leanne Geale	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
26	Elect Naina Lal Kidwai	Management	For	For	
27	Elect Ilias Läber	Management	For	For	
28	Elect Jürg Oleas	Management	For	For	

### Jardine Matheson Holdings Ltd.

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Elect Janine FENG Junyuan	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
4	Elect Keyu Jin	Management	For	For	
5	Elect Graham Baker	Management	For	For	
6	Elect Percy Weatherall	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit fees are excessive.
8	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	

### Lonza Group AG

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Matters	Management	For	For	
3	Compensation Report	Management	For	For	
4	Ratification of Board and Management Acts	Management	For	For	
5	Allocation of Profits; Dividend from Reserves	Management	For	For	
6	Elect Marion Helmes	Management	For	For	
7	Elect Angelica Kohlmann	Management	For	For	
8	Elect Christoph Mäder	Management	For	For	
9	Elect Roger Nitsch	Management	For	For	
10	Elect Barbara M. Richmond	Management	For	For	
11	Elect Jürgen B. Steinemann	Management	For	For	
12	Elect Olivier Verscheure	Management	For	For	
13	Elect Jean-Marc Huët	Management	For	For	
14	Elect Jean-Marc Huët as Board Chair	Management	For	For	
15	Elect Angelica Kohlmann as Compensation Committee Member	Management	For	For	
16	Elect Christoph Mäder as Compensation Committee Member	Management	For	For	
17	Elect Jürgen B. Steinemann as Compensation Committee Member	Management	For	For	
18	Appointment of Auditor	Management	For	For	
19	Appointment of Independent Proxy	Management	For	For	
20	Board Compensation	Management	For	For	
21	Executive Compensation (Short-Term)	Management	For	For	
22	Executive Compensation (Fixed and Long-term)	Management	For	For	
23	Additional or Amended Shareholder Proposals	Shareholder	N/A	Against	

### Mercedes-Benz Group AG

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	Ongoing investigations
3	Ratification of Supervisory Board Acts	Management	For	For	Ongoing investigations
4	Appointment of Auditor	Management	For	For	
5	Elect Doris Höpke	Management	For	For	
6	Elect Martin Bruder Müller	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
7	Remuneration Report	Management	For	For	

### Philip Morris International Inc

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Brant (Bonin) Bough	Management	For	For	
2	Elect Victoria D. Harker	Management	For	For	
3	Elect Lisa Hook	Management	For	For	
4	Elect Kalpana Morparia	Management	For	For	
5	Elect Jacek Olczak	Management	For	For	
6	Elect Robert B. Polet	Management	For	For	
7	Elect Dessislava Temperley	Management	For	For	
8	Elect Juan José Daboub	Management	For	For	
9	Elect Werner Geissler	Management	For	For	
10	Elect André Calantzopoulos	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Michel Combes	Management	For	For	
12	Elect Shlomo Yanai	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	

<b>Rentokil Initial plc</b>	<b>Meeting Date: 08.05.2024</b>	<b>Meeting Type: Annual</b>
-----------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect David J. Frear	Management	For	For	
6	Elect Stuart Ingall-Tombs	Management	For	For	
7	Elect Sally Johnson	Management	For	For	
8	Elect Sarosh Mistry	Management	For	For	
9	Elect John Pettigrew	Management	For	For	
10	Elect Andy Ransom	Management	For	For	
11	Elect Richard Solomons	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
12	Elect Cathy Turner	Management	For	For	
13	Elect Linda Yueh	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Wacker Chemie AG</b>	<b>Meeting Date: 08.05.2024</b>	<b>Meeting Type: Annual</b>
-------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	Against	The company awards restricted stock unit without sufficient vesting period.
2	Allocation of Dividends	Management	For	For	
3	Ratification of Management Board Acts	Management	For	For	
4	Ratification of Supervisory Board Acts	Management	For	For	
5	Appointment of Auditor	Management	For	For	

<b>WPP Plc</b>	<b>Meeting Date: 08.05.2024</b>	<b>Meeting Type: Annual</b>
----------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Final Dividend	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Elect Andrew Scott	Management	For	For	
6	Elect Angela Ahrendts	Management	For	For	
7	Elect Simon Dingemans	Management	For	For	
8	Elect Sandrine Dufour	Management	For	For	
9	Elect Tom Ilube	Management	For	For	
10	Elect Roberto Quarta	Management	For	For	
11	Elect Mark Read	Management	For	For	
12	Elect Cindy Rose	Management	For	For	
13	Elect Keith Weed	Management	For	For	
14	Elect Jasmine Whitbread	Management	For	For	
15	Elect Joanne Wilson	Management	For	For	
16	Elect ZHANG Ya-Qin	Management	For	For	
17	Appointment of Auditor	Management	For	For	
18	Authority to Set Auditor's Fees	Management	For	For	
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

Anglo American Platinum Limited		Meeting Date: 09.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authorisation of Legal Formalities	Management	For	For	
2	Approve Remuneration Policy	Management	For	Against	Poor disclosure
3	Approve Remuneration Implementation Report	Management	For	For	
4	Approve NEDs' Fees	Management	For	For	
5	Approve Financial Assistance	Management	For	For	
6	Authority to Repurchase Shares	Management	For	For	
7	Re-elect Roger Dixon	Management	For	For	
8	Elect Matt Daley	Management	For	For	
9	Elect Themba Mkhwanazi	Management	For	For	
10	Elect Stephen (Steve) D. Phiri	Management	For	For	
11	Elect Audit and Risk Committee Member (Lwazi Barn)	Management	For	For	
12	Elect Audit and Risk Committee Member (Thevendrie Brewer)	Management	For	For	
13	Elect Audit and Risk Committee Member (Suresh P. Kana)	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	General Authority to Issue Shares for Cash	Management	For	For	

Ascential plc		Meeting Date: 09.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect Suzanne Baxter	Management	For	For	
4	Elect Rita Clifton	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Scott Forbes	Management	For	For	
6	Elect Mandy Gradden	Management	For	For	
7	Elect Gillian Kent	Management	For	For	
8	Elect Judy Vezmar	Management	For	For	
9	Elect Philip Thomas	Management	For	For	
10	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
11	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
12	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
13	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
14	Amendment to 2020 LTIP In-Flight Awards	Management	For	Against	Concerning pay practices
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

BAE Systems plc		Meeting Date: 09.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	REMUNERATION REPORT	Management	For	For	
3	FINAL DIVIDEND	Management	For	For	
4	Elect Nick Anderson	Management	For	For	
5	Elect Thomas Arseneault	Management	For	For	
6	Elect Crystal E. Ashby	Management	For	For	
7	Elect Elizabeth Corley	Management	For	For	
8	Elect Bradley Greve	Management	For	For	
9	Elect Jane Griffiths	Management	For	For	
10	Elect Cressida Hogg	Management	For	For	
11	Elect Ewan Kirk	Management	For	For	
12	Elect Stephen T. Pearce	Management	For	For	
13	Elect Nicole W. Piasecki	Management	For	For	
14	Elect Mark Sedwill	Management	For	For	
15	Elect Charles Woodburn	Management	For	For	
16	ELECT ANGUS COCKBURN	Management	For	For	
17	Appointment of Auditor	Management	For	For	
18	Authority to Set Auditor's Fees	Management	For	For	
19	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
20	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Balfour Beatty plc</b>		<b>Meeting Date: 09.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
4	Elect Michael Lucki	Management	For	For	
5	Elect Robert J. MacLeod	Management	For	For	
6	Elect Louise Hardy	Management	For	For	
7	Elect Philip Harrison	Management	For	For	
8	Final Dividend	Management	For	For	
9	Elect Charles L. Allen	Management	For	Against	Vote Against when the company has failed to meet the Parker Review targets.
10	Elect Gabrielle Costigan	Management	For	For	
11	Elect Anne Drinkwater	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Elect Barbara Moorhouse	Management	For	For	
19	Elect Leo M. Quinn	Management	For	For	

<b>Barclays plc</b>		<b>Meeting Date: 09.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sir John Kingman	Management	For	For	
2	Elect Robert Berry	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Authority to Set Auditor's Fees	Management	For	For	
6	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
7	Maximum Variable Pay Ratio	Management	For	For	
8	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
11	Elect Tim Breedon	Management	For	For	
12	Elect Anna Cross	Management	For	For	
13	Elect Mohamed A. El-Erian	Management	For	For	
14	Elect Dawn Fitzpatrick	Management	For	For	
15	Elect Mary Francis	Management	For	For	
16	Elect Brian Gilvary	Management	For	For	
17	Elect Nigel Higgins	Management	For	For	
18	Elect Marc Moses	Management	For	For	
19	Elect Diane Schueneman	Management	For	For	
20	Elect C. S Venkatakrishnan	Management	For	For	
21	Elect Julia Wilson	Management	For	For	
22	Appointment of Auditor	Management	For	For	
23	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
24	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
27	Adoption of New Articles	Management	For	For	

<b>Clarkson</b>		<b>Meeting Date: 09.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
2	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
3	Authority to Repurchase Shares	Management	For	For	
4	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
5	Accounts and Reports	Management	For	For	
6	Remuneration Report	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability.
7	Final Dividend	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Laurence Hollingworth	Management	For	For	
9	Elect Andi Case	Management	For	For	
10	Elect Jeff Woyda	Management	For	For	
11	Elect Martine Bond	Management	For	For	
12	Elect Sue Harris	Management	For	For	
13	Elect Dr. Tim J. Miller	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
14	Elect Heike Truol	Management	For	For	
15	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
16	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	

### First Quantum Minerals Ltd.

Meeting Date: 09.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Board Size	Management	For	For	
2	Elect Andrew B. Adams	Management	For	For	
3	Elect Alison C. Beckett	Management	For	For	
4	Elect Geoff Chater	Management	For	For	
5	Elect Robert J. Harding	Management	For	For	
6	Elect Kathleen A. Hogenson	Management	For	For	
7	Elect C. Kevin McArthur	Management	For	For	
8	Elect A. Tristan Pascall	Management	For	For	
9	Elect Simon J. Scott	Management	For	For	
10	Elect Joanne K. Warner	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Height.

### Harbour Energy Plc

Meeting Date: 09.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect R. Blair Thomas	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
6	Elect Linda Z. Cook	Management	For	For	
7	Elect Alexander Krane	Management	For	For	
8	Elect Simon P. Henry	Management	For	For	
9	Elect Belgacem Chariag	Management	For	For	
10	Elect Louise Hough	Management	For	For	
11	Elect Alan M. Ferguson	Management	For	For	
12	Elect Andrew Hopwood	Management	For	For	
13	Elect Margareth Øvrum	Management	For	For	
14	Elect Anne Stevens	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Inchcape plc

Meeting Date: 09.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Alexandra N. Jensen	Management	For	For	
3	Elect Sarah Kuijlaars	Management	For	For	
4	Elect Juan Pablo Del Río Goudie	Management	For	For	
5	Elect Byron Grote	Management	For	For	
6	Elect Nayantara Bali	Management	For	For	
7	Elect Jerry Buhlmann	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Remuneration Report	Management	For	For	
9	Final Dividend	Management	For	For	
10	Elect Adrian Lewis	Management	For	For	
11	Elect Alison Platt	Management	For	For	
12	Approval of the SAYE Share Option Plan	Management	For	For	
13	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
16	Authority to Repurchase Shares	Management	For	For	
17	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
18	Elect Stuart John Rowley	Management	For	For	
19	Elect Duncan Tait	Management	For	For	
20	Appointment of Auditor	Management	For	For	
21	Authority to Set Auditor's Fees	Management	For	For	

### John Wood Group Plc

Meeting Date: 09.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect Roy A. Franklin	Management	For	For	
4	Elect Kenneth Gilmartin	Management	For	For	
5	Elect Nigel Gordon Mills	Management	For	For	
6	Elect Adrian Marsh	Management	For	For	
7	Elect Birgitte Brinch Madsen	Management	For	For	
8	Elect Susan Steele	Management	For	For	
9	Elect Brenda L. Reichelderfer	Management	For	For	
10	Elect David Lockwood	Management	For	For	
11	Elect Arvind Balan	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Mettler-Toledo International, Inc.

Meeting Date: 09.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Roland Diggelmann	Management	For	For	
2	Elect Domitille Doat-Le Bigot	Management	For	For	
3	Elect Michael A. Kelly	Management	For	For	
4	Elect Thomas P. Salice	Management	For	For	
5	Elect Elisha W. Finney	Management	For	For	
6	Elect Richard Francis	Management	For	For	
7	Elect Wolfgang Wienand	Management	For	For	
8	Elect Ingrid Zhang	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure

### Morgan Advanced Materials Plc

Meeting Date: 09.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Jane Aikman	Management	For	For	
5	Elect Richard J. Armitage	Management	For	For	
6	Elect Helen Bunch	Management	For	For	
7	Elect Ian D. Marchant	Management	For	For	
8	Elect Laurence Mulliez	Management	For	For	
9	Elect Pete Raby	Management	For	For	
10	Elect Clement Woon	Management	For	For	
11	Appointment of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Authority to Set Auditor's Fees	Management	For	For	
13	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Approval of the Employee Sharesave Plan	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### OSB Group PLC

Meeting Date: 09.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rajan Kapoor	Management	For	For	
2	Elect Simon Walker	Management	For	For	
3	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
4	Elect Kal Atwal	Management	For	For	
5	Elect David A. Weymouth	Management	For	For	
6	Elect Andrew Golding	Management	For	For	
7	Appointment of Auditor	Management	For	For	
8	Authority to Set Auditor's Fees	Management	For	For	
9	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
10	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
11	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	
16	Elect Noël Harwerth	Management	For	For	
17	Elect Sarah Hedger	Management	For	For	
18	Accounts and Reports	Management	For	For	
19	Remuneration Report	Management	For	For	
20	Remuneration Policy	Management	For	For	
21	Final Dividend	Management	For	For	

### PHINIA Inc

Meeting Date: 09.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Samuel R. Chapin	Management	For	For	
2	Elect Brady Ericson	Management	For	For	
3	Elect Robin Kendrick	Management	For	For	
4	Elect Latondra Newton	Management	For	For	
5	Elect D'aun Norman	Management	For	For	
6	Elect Rohan S. WEERASINGHE	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Roger J. Wood	Management	For	For	
8	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria; Long term awards are not linked to performance.
9	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
10	Ratification of Auditor	Management	For	For	

### Rathbones Group Plc

Meeting Date: 09.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares	Management	For	For	
2	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
3	Elect Iain Cummings	Management	For	For	
4	Elect Terri L. Duhon	Management	For	For	
5	Elect Sarah Gentleman	Management	For	For	
6	Elect Dharmash Mistry	Management	For	For	
7	Elect Henrietta Baldock	Management	For	For	
8	Elect Ruth Leas	Management	For	For	
9	Appointment of Auditor	Management	For	For	
10	Authority to Set Auditor's Fees	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
15	Accounts and Reports	Management	For	For	
16	Remuneration Report	Management	For	For	
17	Remuneration Policy	Management	For	For	
18	Performance Share Plan	Management	For	For	
19	Final Dividend	Management	For	For	
20	Elect Clive Bannister	Management	For	For	
21	Elect Paul P. Stockton	Management	For	For	
22	Elect Iain Hooley	Management	For	For	

<b>RM plc</b>		<b>Meeting Date: 09.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
2	Authority to Repurchase Shares	Management	For	For	
3	Elect Christopher Humphrey	Management	For	For	
4	Elect Carolyn Dawson	Management	For	For	
5	Elect Jamie Murray Wells	Management	For	For	
6	Appointment of Auditor	Management	For	Against	Excessive non-audit fees
7	Authority to Set Auditor's Fees	Management	For	Against	Excessive non-audit fees
8	Remuneration Report	Management	For	For	
9	Remuneration Policy	Management	For	For	
10	Amendment to the Performance Share Plan	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Accounts and Reports	Management	For	For	
14	Elect Helen Stevenson	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
15	Elect Mark Cook	Management	For	For	
16	Elect Richard Smothers	Management	For	For	
17	Elect Simon Goodwin	Management	For	For	

<b>Synthomer plc</b>		<b>Meeting Date: 09.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
2	Elect Michael Willome	Management	For	For	
3	Elect Lily Liu	Management	For	For	
4	Elect Alex G. Catto	Management	For	For	
5	Elect Reberto Cesar Gualdoni	Management	For	For	
6	Elect LEE Hau Hian	Management	For	For	
7	Elect Ian Tyler	Management	For	For	
8	Elect Holly A. Van Deursen	Management	For	For	
9	Elect Martina Flöel	Management	For	For	
10	Appointment of Auditor	Management	For	Against	Audit fees are excessive.
11	Authority to Set Auditor's Fees	Management	For	Against	Audit fees are excessive.
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	
16	Accounts and Reports	Management	For	For	
17	Remuneration Report	Management	For	For	
18	Elect Caroline A. Johnstone	Management	For	For	

<b>Union Pacific Corp.</b>		<b>Meeting Date: 09.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect William J. DeLaney	Management	For	For	
2	Elect Christopher J. Williams	Management	For	For	
3	Ratification of Auditor	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	For	
5	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits.



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Shareholder Proposal Regarding Amending the Charter of the Safety and Service Quality Committee	Shareholder	Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.
7	Elect David B. Dillon	Management	For	For	
8	Elect Sheri H. Edison	Management	For	For	
9	Elect Teresa M. Finley	Management	For	For	
10	Elect Deborah C. Hopkins	Management	For	For	
11	Elect Jane Holl Lute	Management	For	For	
12	Elect Michael R. McCarthy	Management	For	For	
13	Elect Doyle R. Simons	Management	For	For	
14	Elect John K. Tien Jr.	Management	For	For	
15	Elect V. James Vena	Management	For	For	
16	Elect John P. Wiehoff	Management	For	For	

### Ares Capital Corp

Meeting Date: 10.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mary Beth Henson	Management	For	For	
2	Elect Michael K. Parks	Management	For	For	
3	Elect Michael L. Smith	Management	For	For	
4	Ratification of Auditor	Management	For	For	

### Axis Bank Ltd

Meeting Date: 10.05.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Praham Wahi	Management	For	For	
2	Revision of Non-Executive Directors' Remuneration	Management	For	For	

### Derwent London Plc

Meeting Date: 10.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Lucinda Bell	Management	For	For	
5	Elect Mark Breuer	Management	For	For	
6	Elect Nigel Q. George	Management	For	For	
7	Elect Helen Gordon	Management	For	For	
8	Elect Emily Prideaux	Management	For	For	
9	Elect Sanjeev Sharma	Management	For	For	
10	Elect Cilla Snowball	Management	For	For	
11	Elect Paul M. Williams	Management	For	For	
12	Elect Damian M.A. Wisniewski	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Increase in NED Fee Cap	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Globant S.A.

Meeting Date: 10.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Andrew McLaughlin to the Board of Directors	Management	For	For	
2	Elect Alejandro Nicolas Aguzin to the Board of Directors	Management	For	For	
3	Authority to Repurchase Shares	Management	For	For	
4	Increase in Authorized Capital	Management	For	For	
5	Accounts and Reports (Consolidated)	Management	For	For	
6	Accounts and Reports	Management	For	For	
7	Allocation of Profits	Management	For	For	
8	Ratification of Board Acts	Management	For	For	
9	Directors' Fees (FY2023)	Management	For	For	
10	Appointment of Auditor (Consolidated)	Management	For	For	
11	Elect Martin Migoya to the Board of Directors	Management	For	For	
12	Directors' Fees (FY2024)	Management	For	For	
13	Appointment of Auditor	Management	For	For	

<b>Lundin Mining Corp.</b>		<b>Meeting Date: 10.05.2024</b>		<b>Meeting Type: Mix</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Adam I. Lundin	Management	For	For	
2	Elect Charles Ashley Heppenstall	Management	For	For	
3	Elect Donald K. Charter	Management	For	For	
4	Elect Juliana L. Lam	Management	For	For	
5	Elect Jack Lundin	Management	For	For	
6	Elect Dale C. Peniuk	Management	For	For	
7	Elect María Olivia Recart	Management	For	For	
8	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice
9	Change of Registered Office	Management	For	For	
10	Amendments to Articles Regarding Share Structure	Management	For	For	
11	Elect Natasha N.D. Vaz	Management	For	For	
12	Appointment of Auditor and Authority to Set Fees	Management	For	For	

<b>Rightmove Plc</b>		<b>Meeting Date: 10.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Authority to Set Auditor's Fees	Management	For	For	
6	Elect Kriti Sharma	Management	For	For	
7	Elect Andrew Fisher	Management	For	For	
8	Elect Johan Svanstrom	Management	For	For	
9	Elect Alison Dolan	Management	For	For	
10	Elect Jacqueline de Rojas	Management	For	For	
11	Elect Andrew Findlay	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	
16	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
18	Share Incentive Plan	Management	For	For	
19	Elect Amit Tiwari	Management	For	For	
20	Elect Lorna Tilbian	Management	For	For	

<b>Standard Chartered plc</b>		<b>Meeting Date: 10.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Elect Diego De Giorgi	Management	For	For	
5	Elect Diane Jurgens	Management	For	For	
6	Elect Shirish Moreshwar Apte	Management	For	For	
7	Elect David P. Conner	Management	For	For	
8	Elect Jackie Hunt	Management	For	For	
9	Elect Robin Lawther	Management	For	For	
10	Elect María Ramos	Management	For	For	
11	Elect Phil Rivett	Management	For	For	
12	Elect David Tang	Management	For	For	
13	Elect José Viñals	Management	For	For	
14	Elect William T. Winters	Management	For	For	
15	Elect Linda Yueh	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Repurchased Shares	Management	For	For	
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
22	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
23	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
24	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Authority to Repurchase Preference Shares	Management	For	For	
27	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
28	Amendments to Articles	Management	For	For	

### Standard Chartered plc

Meeting Date: 10.05.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Consent to Article Amendments	Management	For	For	

### Sun Pharmaceutical Industries Ltd.

Meeting Date: 10.05.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Related Party Transactions (Alkaloida Chemical Company ZRT and Libra Merger Limited)	Management	For	For	

### Techtronic Industries Co. Ltd.

Meeting Date: 10.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Stephan Horst Pudwill	Management	For	For	
2	Elect Peter David SULLIVAN	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
3	Elect Johannes-Gerhard HESSE	Management	For	For	
4	Elect Virginia Davis Wilmerding	Management	For	Against	Other compensation issues
5	Elect Andrew Philip Roberts	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
9	Accounts and Reports	Management	For	For	
10	Allocation of Profits/Dividends	Management	For	For	
11	Authority to Repurchase Shares	Management	For	For	

### Zimmer Biomet Holdings Inc

Meeting Date: 10.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ivan Tornos	Management	For	For	
2	Ratification of Auditor	Management	For	For	
3	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on a critical factor.
4	Amendment to the Employee Stock Purchase Plan	Management	For	For	
5	Elect Christopher B. Begley	Management	For	For	
6	Elect Betsy J. Bernard	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Michael J. Farrell	Management	For	For	
8	Elect Robert A. Hagemann	Management	For	For	
9	Elect Arthur J. Higgins	Management	For	For	
10	Elect Maria Teresa Hilado	Management	For	For	
11	Elect Syed Jafry	Management	For	For	
12	Elect Sreelakshmi Kolli	Management	For	Against	Serves on too many boards
13	Elect Louis Shapiro	Management	For	For	

### hVIVO Plc.

Meeting Date: 13.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Appointment of Auditor	Management	For	For	
3	Authority to Set Auditor's Fees	Management	For	For	
4	Elect Brendan Buckley	Management	For	For	
5	Elect Elaine Sullivan	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
6	Final Dividend	Management	For	For	
7	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	

### Alexandria Real Estate Equities Inc.

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Joel S. Marcus	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Steven R. Hash	Management	For	For	
3	Elect James P. Cain	Management	For	For	
4	Elect Cynthia L. Feldmann	Management	For	For	
5	Elect Maria C. Freire	Management	For	For	
6	Elect Richard H. Klein	Management	For	For	
7	Elect Sheila K. McGrath	Management	For	For	
8	Elect Michael A. Woronoff	Management	For	For	
9	Amendment to the 1997 Stock Award and Incentive Plan	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	

### BNP Paribas

Meeting Date: 14.05.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Authority to Repurchase and Reissue Shares	Management	For	For	
6	Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (Deloitte)	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
7	Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (EY); Non-Renewal of Auditors; Non-Renewal of Alternate Auditors	Management	For	For	
8	Elect Christian Noyer	Management	For	For	
9	Elect Marie-Christine Lombard	Management	For	For	
10	Elect Annemarie Straathof	Management	For	For	
11	Elect Juliette Brisac (Employee Shareholder Representatives)	Management	For	For	
12	2024 Remuneration Policy (Board of Directors)	Management	For	For	
13	2024 Remuneration Policy (Chair)	Management	For	For	
14	2023 Remuneration Policy (CEO)	Management	For	For	
15	2024 Remuneration Policy (Deputy CEOs)	Management	For	For	
16	2023 Remuneration Report	Management	For	For	
17	2023 Remuneration of Jean Lemierre, Chair	Management	For	For	
18	2023 Remuneration of Jean-Laurent Bonnafé, CEO	Management	For	For	
19	2023 Remuneration of Yann Gérardin, Deputy CEO	Management	For	For	
20	2023 Remuneration of Thierry Laborde, Deputy CEO	Management	For	For	
21	2024 Directors' Fees	Management	For	For	
22	2023 Remuneration of Identified Staff	Management	For	For	
23	Authority to Set the Maximum Variable Pay Ratio for the Company's Identified Staff	Management	For	For	
24	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
25	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
27	Global Ceiling on Capital Increases	Management	For	For	
28	Authority to Increase Capital Through Capitalisations	Management	For	For	
29	Global Ceiling on Capital Increases	Management	For	For	
30	Employee Stock Purchase Plan	Management	For	For	
31	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through Private Placement	Management	For	For	
32	Authority to Cancel Shares and Reduce Capital	Management	For	For	
33	Authorisation of Legal Formalities	Management	For	For	
34	Elect Isabelle Coron (Employee Shareholder Representatives)	Management	Against	Against	
35	Elect Thierry Schwob (Employee Shareholder Representatives)	Management	Against	Against	
36	Elect Frédéric Mayrand (Employee Shareholder Representatives)	Management	Against	Against	

### Budweiser Brewing Company APAC Limited

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Jan Craps	Management	For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
4	Elect Michel Doukeris	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
5	Elect Katherine Barrett	Management	For	For	
6	Elect Nelson José Jamel	Management	For	For	
7	Elect Martin Cubbon	Management	For	For	
8	Elect Marjorie YANG Mun Tak	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Katherine TSANG King-suen	Management	For	Against	Serves on too many boards
10	Directors' Fees	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Authority to Repurchase Shares	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Issue Repurchased Shares	Management	For	For	
15	Amendments to Articles	Management	For	For	

### Centene Corp.

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jessica L. Blume	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Kenneth A. Burdick	Management	For	For	
3	Elect Christopher J. Coughlin	Management	For	For	
4	Elect H. James Dallas	Management	For	For	
5	Elect Wayne S. DeVeydt	Management	For	For	
6	Elect Frederick H. Eppinger	Management	For	For	
7	Elect Monte E. Ford	Management	For	For	
8	Elect Sarah M. London	Management	For	For	
9	Elect Lori J. Robinson	Management	For	For	
10	Elect Theodore R. Samuels, II	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks.

### Computacenter

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Pauline Campbell	Management	For	For	
5	Elect René Carayol	Management	For	For	
6	Elect Philip W. Hulme	Management	For	For	
7	Elect Chris Jehle	Management	For	For	
8	Elect Ljiljana Mitic	Management	For	For	
9	Elect Mike J. Norris	Management	For	For	
10	Elect Peter J. Ogden	Management	For	For	
11	Elect Rosalind C. Rivaz	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Conoco Phillips

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Dennis Victor Arriola	Management	For	For	
2	Elect Gay Huey Evans	Management	For	For	
3	Elect Jeffrey A. Joerres	Management	For	For	
4	Elect Ryan M. Lance	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
5	Elect Timothy A. Leach	Management	For	For	
6	Elect William H. McRaven	Management	For	For	
7	Elect Sharmila Mulligan	Management	For	For	
8	Elect Eric D. Mullins	Management	For	For	
9	Elect Arjun N. Murti	Management	For	For	
10	Elect Robert A. Niblock	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
11	Elect David T. Seaton	Management	For	For	
12	Elect R. A. Walker	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
16	Shareholder Proposal Regarding Revisiting Pay Incentives for GHG Emissions Reductions	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

### Cummins Inc.

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jennifer W. Rumsey	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
2	Elect Gary L. Belske	Management	For	For	
3	Elect Robert J. Bernhard	Management	For	For	
4	Elect Bruno V. Di Leo Allen	Management	For	For	
5	Elect Daniel W. Fisher	Management	For	For	
6	Elect Carla A. Harris	Management	For	For	
7	Elect Thomas J. Lynch	Management	For	For	
8	Elect William I. Miller	Management	For	For	
9	Elect Kimberly A. Nelson	Management	For	For	
10	Elect Karen H. Quintos	Management	For	For	
11	Elect John H. Stone	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO
15	Shareholder Proposal Regarding Plan to Link Executive Compensation to 1.5°C Aligned GHG Reductions	Shareholder	Against	For	SHP Remuneration - Vote For when proposal request company to link pay to ESG criteria, we support the inclusion of material, measurable, and clearly disclosed ESG performance metrics in executive remuneration.

### FDM Group (Holdings) Plc

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Final Dividend	Management	For	For	
5	Performance Share Plan	Management	For	For	
6	Elect Andrew Brown	Management	For	For	
7	Elect Rod Flavell	Management	For	For	
8	Elect Sheila Flavell	Management	For	For	
9	Elect Michael McLaren	Management	For	For	
10	Elect Alan R. Kinnear	Management	For	For	
11	Elect David Lister	Management	For	For	
12	Elect Rowena Murray	Management	For	For	
13	Elect Jacqueline de Rojas	Management	For	For	
14	Elect Michelle Senecal de Fonseca	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Galaxy Entertainment Group Ltd.

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Francis LUI Yiu Tung	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance, such as board refreshment. Board - Vote Against when the nomination committee is not sufficiently independent.
3	Elect James R. Ancell	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent.
4	Elect Charles CHEUNG Wai Bun	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent
5	Directors' Fees	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Authority to Repurchase Shares	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed; Potential dilution exceeds recommended threshold

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

### Honeywell International Inc.

**Meeting Date: 14.05.2024**

**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Darius Adamczyk	Management	For	For	
2	Elect Duncan B. Angove	Management	For	For	
3	Elect William S. Ayer	Management	For	For	
4	Elect Kevin Burke	Management	For	For	
5	Elect D. Scott Davis	Management	For	For	
6	Elect Deborah Flint	Management	For	For	
7	Elect Vimal Kapur	Management	For	For	
8	Elect Michael W. Lamach	Management	For	For	
9	Elect Rose Lee	Management	For	For	
10	Elect Grace D. Lieblein	Management	For	For	
11	Elect Robin L. Washington	Management	For	For	
12	Elect Robin Watson	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance; Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO

### ICICI Bank Ltd.

**Meeting Date: 14.05.2024**

**Meeting Type: Special**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Pradeep Kumar Sinha	Management	For	For	
2	Approve Payment of Remuneration to Pradeep Kumar Sinha (Non-executive Part-Time Chair)	Management	For	For	
3	Revision of Non-Executive Directors' Remuneration	Management	For	For	
4	Revision of Fixed Remuneration of Girish Chandra Chaturvedi (Non-executive Part-Time Chair)	Management	For	For	
5	Elect and Appoint Ajay Kumar Gupta (Whole-time Director); Approval of Remuneration	Management	For	For	

### Luceco Plc

**Meeting Date: 14.05.2024**

**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Elect Giles Brand	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity; Board - Vote Against when the chair of the nomination committee is not independent.
5	Elect Caroline Brown	Management	For	For	
6	Elect John Hornby	Management	For	For	
7	Elect William Hoy	Management	For	For	
8	Elect Tim SurrIDGE	Management	For	For	
9	Elect Pim R.M. Vervaat	Management	For	For	
10	Elect Julia Hendrickson	Management	For	For	
11	Appointment of Auditor	Management	For	For	
12	Authority to Set Auditor's Fees	Management	For	For	
13	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Midwich Group Plc

**Meeting Date: 14.05.2024**

**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Stephen Fenby	Management	For	For	
3	Elect Andrew Herbert	Management	For	For	
4	Elect Michael Ashley	Management	For	For	
5	Elect Stephen Lamb	Management	For	For	
6	Elect Hilary Wright	Management	For	For	
7	Elect Alison Seekings	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Final Dividend	Management	For	For	
10	Remuneration Report	Management	For	Against	No clawback provisions in place
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	
15	Ratification of Dividends	Management	For	For	

### Motorola Solutions Inc

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Gregory Q. Brown	Management	For	For	
2	Elect Nicole Anasenes	Management	For	For	
3	Elect Kenneth D. Denman	Management	For	For	
4	Elect Ayanna M. Howard	Management	For	For	
5	Elect Clayton M. Jones	Management	For	For	
6	Elect Judy C. Lewent	Management	For	For	
7	Elect Gregory K. Mondre	Management	For	For	
8	Elect Joseph M. Tucci	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
11	Amendment Regarding Officer Exculpation	Management	For	For	

### Tencent Holdings Ltd.

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Charles St. Leger Searle	Management	For	For	
4	Elect KE Yang	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
8	Authority to Repurchase Shares	Management	For	For	
9	Amendments to Articles	Management	For	For	

### TI Fluid Systems Plc

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Timothy R. Cobbold	Management	For	For	
6	Elect Julie Baddeley	Management	For	For	
7	Elect Alexander De Bock	Management	For	For	
8	Elect Hans Dieltjens	Management	For	For	
9	Elect Jane Lodge	Management	For	For	
10	Elect Elaine A. Sarsynski	Management	For	For	
11	Elect Trudy Schoolenberg	Management	For	For	
12	Elect John F. Smith	Management	For	For	
13	Elect Stephen Thomas	Management	For	For	
14	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
15	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	



<b>Ageas SA/NV</b>		<b>Meeting Date: 15.05.2024</b>		<b>Meeting Type: Mix</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Allocation of Profits	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Allocation of Dividends	Management	For	For	
3	Ratification of Board Acts	Management	For	For	
4	Ratification of Auditor's Acts	Management	For	For	
5	Remuneration Report	Management	For	For	
6	Remuneration Policy	Management	For	For	
7	Non-Executive Remuneration Policy	Management	For	For	
8	Elect Françoise Lefèvre to the Board of Directors	Management	For	For	
9	Elect Xavier de Walque to the Board of Directors	Management	For	For	
10	Elect Christophe Vandeweghe to the Board of Directors	Management	For	For	
11	Elect Hans De Cuyper to the Board of Directors	Management	For	For	
12	Elect Yvonne Lang Ketterer to the Board of Directors	Management	For	For	
13	Appointment of Auditor and Authority to Set Fees	Management	For	For	
14	Appointment of Auditor for Sustainability Reporting	Management	For	For	
15	Increase in Authorised Capital	Management	For	For	
16	Authority to Repurchase Shares	Management	For	For	

<b>American International Group Inc</b>		<b>Meeting Date: 15.05.2024</b>		<b>Meeting Type: Annual</b>		
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale	
1	Elect Paola Bergamaschi	Management	For	For		
2	Elect James Cole, Jr.	Management	For	For		
3	Elect James Dunne III	Management	For	For		
4	Elect John C. Inglis	Management	For	For		
5	Elect Linda A. Mills	Management	For	For		
6	Elect Diana M. Murphy	Management	For	For		
7	Elect Peter R. Porrino	Management	For	For		
8	Elect John G. Rice	Management	For	For		
9	Elect Vanessa A. Wittman	Management	For	For		
10	Elect Peter S. Zaffino	Management	For	For		
11	Advisory Vote on Executive Compensation	Management	For	Against		Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when severance packages are awarded that exceed market best practice.
12	Ratification of Auditor	Management	For	For		
13	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For		SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
14	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For		SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

<b>Bayerische Motoren Werke AG</b>		<b>Meeting Date: 15.05.2024</b>		<b>Meeting Type: Annual</b>		
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale	
1	Allocation of Dividends	Management	For	For		
2	Ratification of Management Board Acts	Management	For	For		
3	Ratify Norbert Reithofer	Management	For	For		
4	Ratify Martin Kimmich	Management	For	For		
5	Ratify Stefan Quandt	Management	For	For		
6	Ratify Stefan Schmid	Management	For	For		
7	Ratify Kurt Bock	Management	For	For		
8	Ratify Christiane Benner	Management	For	For		
9	Ratify Marc Bitzer	Management	For	For		
10	Ratify Bernhard Ebner	Management	For	For		
11	Ratify Rachel Empey	Management	For	For		
12	Ratify Heinrich Hiesinger	Management	For	For		
13	Ratify Johann Horn	Management	For	For		
14	Ratify Susanne Klatten	Management	For	For		
15	Ratify Jens Köhler	Management	For	For		
16	Ratify Gerhard Kurz	Management	For	For		
17	Ratify André Mandl	Management	For	For		
18	Ratify Dominique Mohabeer	Management	For	For		
19	Ratify Anke Schäferkordt	Management	For	For		
20	Ratify Christoph M. Schmidt	Management	For	For		
21	Ratify Vishal Sikka	Management	For	For		
22	Ratify Sibylle Wankel	Management	For	For		
23	Appointment of Auditor	Management	For	For		
24	Elect Susanne Klatten	Management	For	For		
25	Elect Stefan Quandt	Management	For	Against		Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
26	Elect Vishal Sikka	Management	For	For		

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
27	Remuneration Report	Management	For	For	

**Blackrock Inc.** **Meeting Date: 15.05.2024** **Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Pamela Daley	Management	For	For	
2	Elect Laurence D. Fink	Management	For	For	
3	Elect William E. Ford	Management	For	For	
4	Elect Fabrizio Freda	Management	For	For	
5	Elect Murry S. Gerber	Management	For	For	
6	Elect Margaret L. Johnson	Management	For	For	
7	Elect Robert S. Kapito	Management	For	For	
8	Elect Cheryl D. Mills	Management	For	For	
9	Elect Amin H. Nasser	Management	For	For	
10	Elect Gordon M. Nixon	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
11	Elect Kristin C. Peck	Management	For	For	
12	Elect Charles H. Robbins	Management	For	For	
13	Elect Marco Antonio Slim Domit	Management	For	For	
14	Elect Hans E. Vestberg	Management	For	For	
15	Elect Susan L. Wagner	Management	For	For	
16	Elect Mark Wilson	Management	For	For	
17	Advisory Vote on Executive Compensation	Management	For	Against	Pay for performance disconnect; Grants are excessive
18	Amendment to the 1999 Stock Award and Incentive Plan	Management	For	For	
19	Ratification of Auditor	Management	For	For	
20	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
21	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO
22	Shareholder Proposal Regarding Proxy Voting Review	Shareholder	Against	Against	SHP - Vote Against when there are concerns regarding the objective of the proposal. Blackrock's Investment Stewardship (BIS) team provides relevant insights into how the company ensures its voting policy enables effective stewardship with the aim of advancing clients' long-term economic interests. In addition, the shareholder resolution requests that the board of directors provide recommendations for strengthening voting guidelines on climate-related issues. We believe that the main stakeholders to which such a review should be presented are the beneficial owners of the investment vehicles.

**Bridgepoint Group plc** **Meeting Date: 15.05.2024** **Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	Against	Long term awards are not linked to performance.
3	Appointment of Auditor	Management	For	For	
4	Authority to Set Auditor's Fees	Management	For	For	
5	Final Dividend	Management	For	For	
6	Elect William Jackson	Management	For	For	
7	Elect Raoul Hughes	Management	For	For	
8	Elect Adam Jones	Management	For	For	
9	Elect Angeles Garcia-Poveda	Management	For	For	
10	Elect Carolyn McCall	Management	For	For	
11	Elect Archie Norman	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
12	Elect Tim Score	Management	For	For	
13	Elect Cyrus Taraporevala	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

**Burford Capital Limited** **Meeting Date: 15.05.2024** **Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Elect Rukia Baruti	Management	For	For	
4	Elect Christopher P. Bogart	Management	For	For	
5	Elect Pamela Corrie	Management	For	For	
6	Elect Robert Gillespie	Management	For	For	
7	Elect Christopher Halmy	Management	For	For	
8	Elect John Sievwright	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Appointment of Auditor	Management	For	For	
10	Authority to Set Auditor's Fees	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Repurchase Shares	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Acquisition or Specified Capital Investment)	Management	For	For	

### Daimler Truck Holding AG

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratify Martin Daum	Management	For	For	
3	Ratify Jochen Goetz	Management	For	For	
4	Ratify Karl Deppen	Management	For	For	
5	Ratify Andreas Gorbach	Management	For	For	
6	Ratify Jürgen Hartwig	Management	For	For	
7	Ratify John O'Leary	Management	For	For	
8	Ratify Karin Rådström	Management	For	For	
9	Ratify Stephan Unger	Management	For	For	
10	Ratify Joe Kaeser	Management	For	For	
11	Ratify Michael Brecht	Management	For	For	
12	Ratify Michael Brosnan	Management	For	For	
13	Ratify Bruno Buschbacher	Management	For	For	
14	Ratify Raymond Curry	Management	For	For	
15	Ratify Jacques Esculier	Management	For	For	
16	Ratify Akihiro Eto	Management	For	For	
17	Ratify Laura Ipsen	Management	For	For	
18	Ratify Renata Jungo Brüngger	Management	For	For	
19	Ratify Carmen Klitzsch-Müller	Management	For	For	
20	Ratify Jörg Köhlinger	Management	For	For	
21	Ratify John Krafcik	Management	For	For	
22	Ratify Jörg Lorz	Management	For	For	
23	Ratify Andrea Reith	Management	For	For	
24	Ratify Martin H. Richenhagen	Management	For	For	
25	Ratify Andrea Seidel	Management	For	For	
26	Ratify Shintaro Suzuki	Management	For	For	
27	Ratify Marie Wieck	Management	For	For	
28	Ratify Harald Wilhelm	Management	For	For	
29	Ratify Roman Zitzelsberger	Management	For	For	
30	Ratify Thomas Zwick	Management	For	For	
31	Appointment of Auditor	Management	For	For	
32	Remuneration Report	Management	For	For	
33	Authority to Repurchase and Reissue Shares	Management	For	For	
34	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	

### Elevance Health Inc

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lewis Hay III	Management	For	For	
2	Elect Antonio F. Neri	Management	For	For	
3	Elect Ramiro G. Peru	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
5	Ratification of Auditor	Management	For	For	
6	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Shareholder	Against	Abstain	SHP - Vote Abstain when the we support the spirit of the proposal, however the request is considered to be too prescriptive.

### Eni Spa

Meeting Date: 15.05.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	Against	Audit/Financials - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
2	Allocation of Dividends	Management	For	For	
3	2024-2026 Employee Stock Ownership Plan	Management	For	For	
4	Remuneration Policy	Management	For	For	
5	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
6	Authority to Repurchase and Reissue Shares	Management	For	For	
7	Use of Reserves (FY2024 Interim Dividend)	Management	For	For	
8	Cancellation of Shares	Management	For	For	

Exscientia Plc		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect David Hallett	Management	For	For	
4	Elect Ben Taylor	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
5	Appointment of Auditor	Management	For	For	
6	Authority to Set Auditor's Fees	Management	For	For	

Fiserv, Inc.		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Frank J. Bisignano	Management	For	For	
2	Elect Henrique de Castro	Management	For	For	
3	Elect Harry F. DiSimone	Management	For	For	
4	Elect Lance M. Fritz	Management	For	For	
5	Elect Ajei S. Gopal	Management	For	For	
6	Elect Wafaa Mamilli	Management	For	For	
7	Elect Heidi G. Miller	Management	For	Withhold	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Doyle R. Simons	Management	For	For	
9	Elect Kevin M. Warren	Management	For	For	
10	Elect Charlotte B. Yarkoni	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	

Greggs plc		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Appointment of Auditor	Management	For	For	
3	Authority to Set Auditor's Fees	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Matthew Davies	Management	For	For	
6	Elect Roisin Currie	Management	For	For	
7	Elect Richard Hutton	Management	For	For	
8	Elect Kate Ferry	Management	For	For	
9	Elect Mohamed ElSarky	Management	For	For	
10	Elect Lynne Weedall	Management	For	For	
11	Elect Nigel Mills	Management	For	For	
12	Remuneration Report	Management	For	For	
13	Approval of the Company Share Option Plan and the Executive Share Option Scheme	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Hess Corporation		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Terrence J. Checki	Management	For	For	
2	Elect Leonard S. Coleman, Jr.	Management	For	For	
3	Elect Lisa Glatch	Management	For	For	
4	Elect John B. Hess	Management	For	For	
5	Elect Edith E. Holiday	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
6	Elect Marc S. Lipschultz	Management	For	For	
7	Elect Raymond J. McGuire	Management	For	For	
8	Elect David McManus	Management	For	For	
9	Elect Kevin O. Meyers	Management	For	For	
10	Elect Karyn F. Ovelmen	Management	For	Against	Serves on too many boards
11	Elect James H. Quigley	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
12	Elect William G. Schrader	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	

<b>Jiangsu Hengrui Pharmaceuticals Co. Ltd.</b>		<b>Meeting Date: 15.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
3	2023 Supervisors' Report	Management	For	For	
4	2023 Accounts and Reports	Management	For	For	
5	Allocation of 2023 Profits/Dividends	Management	For	For	
6	Appointment of 2024 Financial and Internal Control Auditor, and Authority to Set Fees	Management	For	For	
7	2023 Remuneration of Directors and Senior Management	Management	For	For	
8	2023 Remuneration of Supervisors	Management	For	For	

<b>Keller</b>		<b>Meeting Date: 15.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Final Dividend	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Authority to Set Auditor's Fees	Management	For	For	
7	Elect Annette Kelleher	Management	For	For	
8	Elect Paula Bell	Management	For	For	
9	Elect David Burke	Management	For	For	
10	Elect Juan Hernández Abrams	Management	For	For	
11	Elect Peter J. Hill	Management	For	For	
12	Elect Baroness Kate Rock	Management	For	For	
13	Elect Michael Speakman	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>NOV Inc</b>		<b>Meeting Date: 15.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Clay C. Williams	Management	For	For	
2	Elect Greg L. Armstrong	Management	For	For	
3	Elect Marcela E. Donadio	Management	For	For	
4	Elect Ben A. Guill	Management	For	For	
5	Elect David D. Harrison	Management	For	For	
6	Elect Patricia Martinez	Management	For	For	
7	Elect Eric L. Mattson	Management	For	For	
8	Elect Patricia B. Melcher	Management	For	For	
9	Elect William R. Thomas	Management	For	For	
10	Elect Robert S. Welborn	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	

<b>Phillips 66</b>		<b>Meeting Date: 15.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Julie L. Bushman	Management	For	For	
2	Elect Lisa A. Davis	Management	For	For	
3	Elect Mark E. Lashier	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
4	Elect Douglas T. Terreson	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Shareholder Proposal Regarding Virgin Plastic Demand	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports

<b>Redde Northgate Plc</b>		<b>Meeting Date: 15.05.2024</b>		<b>Meeting Type: Special</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Change of Company Name	Management	For	For	

  

<b>Sap SE</b>		<b>Meeting Date: 15.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	
5	Remuneration Report	Management	For	Against	Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification
6	Elect Aicha Evans	Management	For	For	
7	Elect Gerhard Oswald	Management	For	For	
8	Elect Friederike Rotsch	Management	For	For	
9	Elect Ralf Herbrich	Management	For	For	
10	Elect Pekka Ala-Pietilä	Management	For	For	
11	Supervisory Board Remuneration Policy	Management	For	For	
12	Amendments to Articles	Management	For	For	

  

<b>Savills plc</b>		<b>Meeting Date: 15.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Stacey Cartwright	Management	For	For	
5	Elect Mark Ridley	Management	For	For	
6	Elect Simon Shaw	Management	For	For	
7	Elect Florence Tondu-Melique	Management	For	For	
8	Elect Dana G. Roffman	Management	For	For	
9	Elect Philip Lee	Management	For	For	
10	Elect Richard Orders	Management	For	For	
11	Elect Marcus Sperber	Management	For	For	
12	Elect John Waters	Management	For	For	
13	Elect Adriana Karaboutis	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

  

<b>Spirax-Sarco Engineering plc</b>		<b>Meeting Date: 15.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Authority to Set Auditor's Fees	Management	For	For	
6	Elect Jamie Pike	Management	For	For	
7	Elect Nimesh Patel	Management	For	For	
8	Elect Angela Archon	Management	For	For	
9	Elect Constance Barouzel	Management	For	For	
10	Elect Peter I. France	Management	For	For	
11	Elect Richard Gillingwater	Management	For	For	
12	Elect Caroline A. Johnstone	Management	For	For	
13	Elect Jane Kingston	Management	For	For	
14	Elect Kevin Thompson	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Scrip Dividend Renewal	Management	For	For	
17	Change of Company Name	Management	For	For	
18	Amendments to Articles	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	

St. James`s Place Plc		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Elect Craig Gentle	Management	For	For	
5	Elect Emma Griffin	Management	For	For	
6	Elect Rosemary Hillary	Management	For	For	
7	Elect John Hitchins	Management	For	For	
8	Elect Lesley-Ann Nash	Management	For	For	
9	Elect Paul Manduca	Management	For	For	
10	Elect Mark FitzPatrick	Management	For	For	
11	Elect Simon Fraser	Management	For	For	
12	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
13	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Symrise AG		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Remuneration Report	Management	For	For	
6	Amendments to Articles (Virtual Meetings)	Management	For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
7	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
8	Increase in Authorised Capital	Management	For	For	
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	

Thales S.A.		Meeting Date: 15.05.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Consolidated Accounts and Reports	Management	For	For	
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Relocation of Corporate Headquarters	Management	For	For	
5	Ratification of the Co-option of Loïc Rocard	Management	For	For	
6	Elect Loïc Rocard	Management	For	For	
7	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	
8	2023 Remuneration of Patrice Caine, Chair and CEO	Management	For	For	
9	2023 Remuneration Report	Management	For	For	
10	2024 Remuneration Policy (Chair and CEO)	Management	For	For	
11	2024 Remuneration Policy (Board of Directors)	Management	For	For	
12	Authority to Repurchase and Reissue Shares	Management	For	For	
13	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
15	Authority to Issue Shares Through Private Placement	Management	For	For	
16	Greenshoe	Management	For	For	
17	Authority to Set Offering Price of Shares	Management	For	For	
18	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
19	Authority to Increase Capital Through Capitalisations	Management	For	For	
20	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	
21	Employee Stock Purchase Plan	Management	For	For	
22	Authorisation of Legal Formalities	Management	For	For	
23	Elect Ruby McGregor-Smith	Management	For	For	

The Renewables Infrastructure Group Limited		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Richard Morse	Management	For	For	
3	Elect Tove Feld	Management	For	For	
4	Elect John Whittle	Management	For	For	
5	Elect Erna-Maria Trixl	Management	For	For	
6	Elect Selina Sagayam	Management	For	For	
7	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
8	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
9	Remuneration Report	Management	For	For	
10	Remuneration Policy	Management	For	For	
11	Dividend Policy	Management	For	For	
12	Scrip Dividend	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

TP ICAP Group plc		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Richard Berliand	Management	For	For	
5	Elect Nicolas Breteau	Management	For	For	
6	Elect Kathleen Cates	Management	For	For	
7	Elect Tracy Clarke	Management	For	For	
8	Elect Angela Crawford-Ingle	Management	For	For	
9	Elect Michael Heaney	Management	For	For	
10	Elect Mark Hemsley	Management	For	For	
11	Elect Philip Price	Management	For	For	
12	Elect Robin Stewart	Management	For	For	
13	Elect Yok Tak Amy Yip	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Hold Treasury Shares	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Vesuvius Plc		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	FINAL DIVIDEND	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Elect Eva Lindqvist	Management	For	For	
5	Elect Robert J. MacLeod	Management	For	For	
6	Elect Patrick André	Management	For	For	
7	Elect Carla J. Bailo	Management	For	For	
8	Elect Mark Collis	Management	For	For	
9	Elect Kathryn Durrant	Management	For	For	
10	Elect Carl-Peter Forster	Management	For	For	
11	Elect Dinggui Gao	Management	For	For	
12	Elect Friederike Helfer	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### VNV Global AB

**Meeting Date: 15.05.2024**

**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Agenda	Management	For	For	
3	Compliance with the Rules of Convocation	Management	For	For	
4	Accounts and Reports	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Ratify Tom Dinkelspiel	Management	For	For	
7	Ratify Josh Blachman	Management	For	For	
8	Ratify Ylva Lindquist	Management	For	For	
9	Ratify Kelly Merryman	Management	For	For	
10	Ratify Keith Richman	Management	For	For	
11	Ratify Per Brilioth	Management	For	For	
12	Ratify Lars O. Grönstedt	Management	For	For	
13	Board Size	Management	For	For	
14	Number of Auditors	Management	For	For	
15	Directors' Fees	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Elect Tom Dinkelspiel	Management	For	For	
18	Elect Therese Angel	Management	For	For	
19	Elect Josh Blachman	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
20	Elect Per Brilioth	Management	For	For	
21	Elect Kelly Merryman	Management	For	For	
22	Elect Keith Richman	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
23	Elect Tom Dinkelspiel	Management	For	For	
24	Appointment of Auditor	Management	For	For	
25	Approval of Nomination Committee Guidelines	Management	For	For	
26	Remuneration Report	Management	For	Against	Insufficient disclosure
27	Remuneration Policy	Management	For	Against	Insufficient disclosure
28	Amendments to Articles (Share Capital)	Management	For	For	
29	Adoption of Share-Based Incentives (LTIP 2024)	Management	For	Against	Insufficient disclosure regarding LTIP 2024
30	Amendments to Articles (Share Capital - LTIP 2024)	Management	For	Against	Insufficient disclosure regarding LTIP 2024
31	Authority to Issue Shares (LTIP 2024)	Management	For	Against	Insufficient disclosure regarding LTIP 2024
32	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
33	Authority to Repurchase Shares	Management	For	For	

### Will Semiconductor Co. Ltd Shanghai

**Meeting Date: 15.05.2024**

**Meeting Type: Special**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Repurchase and Cancellation of the Locked Restricted Stocks Granted to Plan Participants Who No Longer Satisfy the Incentive Conditions	Management	For	For	
2	Change of the Company's Registered Capital and Amendments to the Company's Articles of Association	Management	For	For	

### Adidas AG

**Meeting Date: 16.05.2024**

**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards
5	Management Board Remuneration Policy	Management	For	For	
6	Elect Ian Gallienne	Management	For	For	
7	Elect Jackie Joyner-Kersey	Management	For	For	
8	Elect Christian Klein	Management	For	For	
9	Elect Thomas Rabe	Management	For	For	
10	Elect Nassef Sawiris	Management	For	For	
11	Elect Bodo Uebber	Management	For	For	
12	Elect Jing Ulrich	Management	For	For	
13	Elect Oliver Mintzlauff	Management	For	For	
14	Appointment of Auditor	Management	For	For	

<b>Adyen NV</b>		<b>Meeting Date: 16.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Ratification of Management Acts	Management	For	For	
4	Ratification of Supervisory Board Acts	Management	For	For	
5	Elect Adine Grate to the Supervisory Board	Management	For	For	
6	Elect Pieter Sipko Overmars to the Supervisory Board	Management	For	For	
7	Elect Caoimhe Keogan to the Supervisory Board	Management	For	For	
8	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
9	Authority to Suppress Preemptive Rights	Management	For	For	
10	Authority to Repurchase Shares	Management	For	For	
11	Appointment of Auditor	Management	For	For	

<b>Capgemini</b>		<b>Meeting Date: 16.05.2024</b>		<b>Meeting Type: Mix</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	2023 Remuneration Report	Management	For	For	
6	2023 Remuneration of Paul Hermelin, Chair	Management	For	For	
7	2023 Remuneration of Aiman Ezzat, CEO	Management	For	For	
8	2024 Remuneration Policy (Chair)	Management	For	For	
9	2024 Remuneration Policy (CEO)	Management	For	For	
10	2024 Remuneration Policy (Board of Directors)	Management	For	For	
11	Elect Siân Herbert-Jones	Management	For	For	
12	Elect Belen Moscoso del Prado	Management	For	For	
13	Elect Aiman Ezzat	Management	For	For	
14	Elect Christophe Merveilleux du Vignaux	Management	For	For	
15	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	
16	Authority to Repurchase and Reissue Shares	Management	For	For	
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	
18	Authority to Increase Capital Through Capitalisations	Management	For	For	
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital In Case of Exchange Offer	Management	For	For	
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
22	Authority to Set Offering Price of Shares	Management	For	For	
23	Greenshoe	Management	For	For	
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
25	Authority to Issue Performance Shares	Management	For	For	
26	Employee Stock Purchase Plan	Management	For	For	
27	Stock Purchase Plan for Overseas Employees	Management	For	For	
28	Authorisation of Legal Formalities	Management	For	For	
29	Elect Laurence Metzke	Management	Against	Against	Alternate nominee preferred

<b>Hgcapital Trust plc</b>		<b>Meeting Date: 16.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Helena Coles	Management	For	For	
5	Elect Richard Brooman	Management	For	For	
6	Elect Pilar Junco	Management	For	For	
7	Elect Erika Schraner	Management	For	For	
8	Elect Jim M.N. Strang	Management	For	For	
9	Appointment of Auditor	Management	For	For	
10	Authority to Set Auditor's Fees	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	

Otis Worldwide Corp		Meeting Date: 16.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Thomas A. Bartlett	Management	For	For	
2	Elect Jeffrey H. Black	Management	For	For	
3	Elect Jill C. Brannon	Management	For	For	
4	Elect Nelda J. Connors	Management	For	For	
5	Elect Kathy Hopinkah Hannan	Management	For	For	
6	Elect Shailesh G. Jejurikar	Management	For	For	
7	Elect Christopher J. Kearney	Management	For	For	
8	Elect Judith F. Marks	Management	For	For	
9	Elect Margaret M.V. Preston	Management	For	For	
10	Elect Shelley Stewart, Jr.	Management	For	For	
11	Elect John H. Walker	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Universal Music Group N.V.		Meeting Date: 16.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Executives' Acts	Management	For	For	
5	Ratification of Non-Executives' Acts	Management	For	For	
6	Elect Vincent Vallejo to the Board of Directors	Management	For	For	
7	Elect William A. Ackman to the Board of Directors	Management	For	For	
8	Elect Cathia Lawson-Hall to the Board of Directors	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent
9	Elect Cyrille Bolloré to the Board of Directors	Management	For	For	
10	Elect James G. Mitchell to the Board of Directors	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent
11	Elect Manning Doherty to the Board of Directors	Management	For	For	
12	Elect Margaret Frerejean-Taittinger to the Board of Directors	Management	For	For	
13	Elect Nicole Avant to the Board of Directors	Management	For	For	
14	Elect Eric Sprunk to the Board of Directors	Management	For	For	
15	Elect Amanda Ginsberg to the Board of Directors	Management	For	For	
16	Non-Executive Remuneration Policy	Management	For	For	
17	Authority to Grant Shares to NEDs	Management	For	Against	The company awards restricted stock unit without sufficient vesting period.
18	Authority to Repurchase Shares	Management	For	For	
19	Cancellation of Shares	Management	For	For	

Westinghouse Air Brake Technologies Corp		Meeting Date: 16.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Linda A. Hartly	Management	For	Against	Board Related - Vote against the chair of the nominating/governance committee if directors are not subject to annual re-election.
2	Elect Brian P. Hehir	Management	For	For	
3	Elect Beverley A. Babcock	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	For	
5	Ratification of Auditor	Management	For	For	

Xylem Inc		Meeting Date: 16.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jeanne Beliveau Dunn	Management	For	For	
2	Elect Earl R. Ellis	Management	For	For	
3	Elect Robert F. Friel	Management	For	For	
4	Elect Lisa Glatch	Management	For	For	
5	Elect Victoria D. Harker	Management	For	For	
6	Elect Mark D. Morelli	Management	For	For	
7	Elect Jerome A. Peribere	Management	For	For	
8	Elect Matthew F. Pine	Management	For	For	
9	Elect Lila Tretikov	Management	For	For	
10	Elect Uday Yadav	Management	For	For	
11	Ratification of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	

### ConvaTec Group Plc

Meeting Date: 16.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect John D. G. McAdam	Management	For	For	
5	Elect Karim Bitar	Management	For	For	
6	Elect Jonny Mason	Management	For	For	
7	Elect Margaret Ewing	Management	For	For	
8	Elect Brian May	Management	For	For	
9	Elect Constantin Coussios	Management	For	For	
10	Elect Heather L. Mason	Management	For	For	
11	Elect Kim Lody	Management	For	For	
12	Elect Sharon O'Keefe	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Amendment to Long-Term Incentive Plan	Management	For	For	
16	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Eurocell Plc

Meeting Date: 16.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Appointment of Auditor	Management	For	For	
4	Authority to Set Auditor's Fees	Management	For	For	
5	Remuneration Report	Management	For	For	
6	Elect Derek Mapp	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Kate Allum	Management	For	For	
8	Elect Iraj Amiri	Management	For	For	
9	Elect Alison Littley	Management	For	For	
10	Elect Angela Rushforth	Management	For	For	
11	Elect Michael I. Scott	Management	For	For	
12	Elect Will Truman	Management	For	For	
13	Elect Darren Waters	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Heidelberg Materials AG

Meeting Date: 16.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratify Dominik von Achten	Management	For	For	
3	Ratify René Aldach	Management	For	For	
4	Ratify Kevin Gluskie	Management	For	For	
5	Ratify Hakan Gurdal	Management	For	For	
6	Ratify Ernest Jelito	Management	For	For	
7	Ratify Nicola Kimm	Management	For	For	
8	Ratify Dennis Lentz	Management	For	For	
9	Ratify Jon Morrish	Management	For	For	
10	Ratify Chris Ward	Management	For	For	
11	Ratify Bernd Scheifele	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Ratify Heinz Schmitt	Management	For	For	
13	Ratify Barbara Breuning	Management	For	For	
14	Ratify Birgit Jochens	Management	For	For	
15	Ratify Ludwig Merckle	Management	For	For	
16	Ratify Luka Mucic	Management	For	For	
17	Ratify Ines Ploss	Management	For	For	
18	Ratify Peter Riedel	Management	For	For	
19	Ratify Werner Schraeder	Management	For	For	
20	Ratify Margret Suckale	Management	For	For	
21	Ratify Sopna Sury	Management	For	For	
22	Ratify Marion Weissenberger-Eibl	Management	For	For	
23	Appointment of Auditor	Management	For	For	
24	Remuneration Report	Management	For	For	
25	Management Board Remuneration Policy	Management	For	For	
26	Elect Bernd Scheifele	Management	For	For	
27	Elect Ludwig Merckle	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent.
28	Elect Luka Mucic	Management	For	For	
29	Elect Margret Suckale	Management	For	For	
30	Elect Sopna Sury	Management	For	For	
31	Elect Gunnar Groebler	Management	For	For	
32	Amendments to Articles	Management	For	For	

### Home Depot, Inc.

Meeting Date: 16.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Gerard J. Arpey	Management	For	For	
2	Elect Ari Bousbib	Management	For	For	
3	Elect Jeffery H. Boyd	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Gregory D. Brennehan	Management	For	For	
5	Elect J. Frank Brown	Management	For	For	
6	Elect Edward P. Decker	Management	For	For	
7	Elect Wayne M. Hewett	Management	For	For	
8	Elect Manuel Kadre	Management	For	For	
9	Elect Stephanie C. Linnartz	Management	For	For	
10	Elect Paula Santilli	Management	For	For	
11	Elect Caryn Seidman-Becker	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice
14	Shareholder Proposal Regarding Disclosure of Director Donations	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
15	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
16	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
18	Shareholder Proposal Regarding Biodiversity Assessment	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports
19	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	Against	For	SHP Remuneration - Vote For when shareholder proposal asks for the introduction or improvement of clawback

### Lloyds Banking Group plc

Meeting Date: 16.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Robin F Budenberg	Management	For	For	
3	Elect Charles Alan Nunn	Management	For	For	
4	Elect William Chalmers	Management	For	For	
5	Elect Sarah C. Legg	Management	For	For	
6	Elect Amanda Mackenzie	Management	For	For	
7	Elect Harmeen Mehta	Management	For	For	
8	Elect Cathy Turner	Management	For	For	
9	Elect Scott Wheway	Management	For	For	
10	Elect Catherine Woods	Management	For	For	
11	Remuneration Report	Management	For	For	
12	Final Dividend	Management	For	For	
13	Appointment of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Authority to Set Auditor's Fees	Management	For	For	
15	Maximum Variable Pay Ratio	Management	For	For	
16	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Repurchase Preference Shares	Management	For	For	
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Next plc.</b>	<b>Meeting Date: 16.05.2024</b>	<b>Meeting Type: Annual</b>
------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Venetia Butterfield	Management	For	For	
5	Elect Amy Stirling	Management	For	For	
6	Elect Jonathan Bewes	Management	For	For	
7	Elect Soumen Das	Management	For	For	
8	Elect Tom Hall	Management	For	For	
9	Elect Tristia Harrison	Management	For	For	
10	Elect Amanda James	Management	For	For	
11	Elect Richard Papp	Management	For	For	
12	Elect Michael J. Roney	Management	For	For	
13	Elect Jane Shields	Management	For	For	
14	Elect Jeremy Stakol	Management	For	For	
15	Elect Simon Wolfson	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Authority to Repurchase Shares Off-Market	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>O'Reilly Automotive, Inc.</b>	<b>Meeting Date: 16.05.2024</b>	<b>Meeting Type: Annual</b>
----------------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Greg Henslee	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
2	Elect David E. O'Reilly	Management	For	For	
3	Elect Larry P. O'Reilly	Management	For	Against	Board is not sufficiently independent
4	Elect Gregory D. Johnson	Management	For	For	
5	Elect Thomas T. Hendrickson	Management	For	For	
6	Elect John R. Murphy	Management	For	For	
7	Elect Dana M. Perlman	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Maria A. Sastre	Management	For	For	
9	Elect Andrea M. Weiss	Management	For	For	
10	Elect Fred Whitfield	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Long term awards are not linked to performance.
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO

<b>Tyman plc</b>	<b>Meeting Date: 16.05.2024</b>	<b>Meeting Type: Annual</b>
------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Remuneration Policy	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Margaret Amos	Management	For	For	
6	Elect Rutger Helbing	Management	For	For	
7	Elect Nicky Hartery	Management	For	Against	Vote Against when the company has failed to meet the Parker Review targets.
8	Elect Jason R.G. Ashton	Management	For	For	
9	Elect Pamela A Bingham	Management	For	For	
10	Elect David Randich	Management	For	For	
11	Elect Paul Withers	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Vistry Group Plc

Meeting Date: 16.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	Against	Insufficient response to shareholder dissent
3	Elect Greg Fitzgerald	Management	For	For	
4	Elect Earl Sibley	Management	For	For	
5	Elect Tim Lawlor	Management	For	For	
6	Elect Rowan Baker	Management	For	For	
7	Elect Margaret Christine Browne	Management	For	Against	Poor chair succession planning
8	Elect Helen Owers	Management	For	For	
9	Elect Paul W. Whetsell	Management	For	For	
10	Elect Usman Nabi	Management	For	For	
11	Elect Robert S Woodward	Management	For	For	
12	Elect Alice Woodwark	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	

### Fresenius SE & Co. KGaA

Meeting Date: 17.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Ratification of General Partner Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Remuneration Report	Management	For	For	

### Iberdrola S.A.

Meeting Date: 17.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts	Management	For	For	
2	Management Reports	Management	For	For	
3	Report on Non-Financial Information	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Amendments to Articles (Company vs Group)	Management	For	For	
7	Amendments to Articles (Shareholders)	Management	For	For	
8	Amendments to General Shareholders' Meeting Regulations	Management	For	For	
9	Remuneration Policy	Management	For	For	
10	Special Dividend (Engagement Dividend)	Management	For	For	
11	Allocation of Profits/Dividends	Management	For	For	
12	First Scrip Dividend	Management	For	For	
13	Second Scrip Dividend	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	
15	Remuneration Report	Management	For	For	
16	Elect Dame Nicola Mary Brewer	Management	For	For	
17	Elect Regina Helena Jorge Nunes	Management	For	For	
18	Elect Íñigo Víctor de Oriol Ibarra	Management	For	For	
19	Board Size	Management	For	For	
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Convertible Debt Instruments	Management	For	For	
22	Authorisation of Legal Formalities	Management	For	For	

### Intercontinental Exchange Inc

Meeting Date: 17.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sharon Y. Bowen	Management	For	For	
2	Elect Shantella E. Cooper	Management	For	For	
3	Elect Duriya M. Farooqui	Management	For	For	
4	Elect Lord Hague of Richmond	Management	For	For	
5	Elect Mark F. Mulhern	Management	For	For	
6	Elect Thomas E. Noonan	Management	For	For	
7	Elect Caroline L. Silver	Management	For	For	
8	Elect Jeffrey C. Sprecher	Management	For	For	
9	Elect Judith A. Spriesser	Management	For	For	
10	Elect Martha A. Tirinnanzi	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Compensation plan lacks adequate structure
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO

### Michelin

Meeting Date: 17.05.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Consolidated Accounts and Reports	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Authority to Repurchase and Reissue Shares	Management	For	For	
6	2024 Remuneration Policy (Managers)	Management	For	For	
7	2024 Remuneration Policy (Supervisory Board)	Management	For	For	
8	2023 Remuneration Report	Management	For	For	
9	2023 Remuneration of Florent Menegaux, General Managing Partner and CEO	Management	For	For	
10	2023 Remuneration of Yves Chapot, General Manager	Management	For	For	
11	2023 Remuneration of Barbara Dalibard, Supervisory Board Chair	Management	For	For	
12	Elect Patrick de La Chevardière	Management	For	For	
13	Elect Catherine Soubie	Management	For	For	
14	Elect Pascal Vinet	Management	For	For	
15	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	
16	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
20	Authority to Set Offering Price of Shares	Management	For	For	
21	Greenshoe	Management	For	For	
22	Authority to Increase Capital Through Capitalisations	Management	For	For	
23	Authority to Increase Capital in Consideration for Contributions in Kind and in Case of Exchange Offer	Management	For	For	
24	Employee Stock Purchase Plan	Management	For	For	
25	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	
26	Authority to Cancel Shares and Reduce Capital	Management	For	For	
27	Authorisation of Legal Formalities	Management	For	For	

### Shanxi Xinghuacun Fen Wine Factory Co. Ltd.

Meeting Date: 17.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Independent Directors' Report	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	2023 Accounts and Reports	Management	For	For	
5	2023 Allocation of Profits/Dividends	Management	For	For	
6	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
7	Appointment of Auditor for 2024	Management	For	Against	Audit fees are excessive.
8	Amendments to Articles	Management	For	For	
9	Establishment of Work System for Independent Directors	Management	For	For	
10	Amendments to Management System for Connected Transaction	Management	For	Against	The company has not provided sufficient information.

<b>Shenzhen Inovance Technology Co. Ltd</b>	<b>Meeting Date: 17.05.2024</b>	<b>Meeting Type: Annual</b>
---	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
2	2023 Directors' Report	Management	For	For	
3	2023 Supervisors' Report	Management	For	For	
4	2023 Allocation of Profits/Dividends	Management	For	For	
5	Appointment of Auditor for 2024	Management	For	For	
6	Complete Part Of The Investment Projects Raised By The Initial Public Offering Stocks And Use The Remaining Raised Funds To Permanently Replenish Working Capital	Management	For	For	
7	Complete Some Of The Investment Projects Raised By Issuing Stocks To Specific Targets in 2020 And Use The Remaining Raised Funds To Permanently Replenish Working Capital	Management	For	For	
8	Spin-Off Listing of a Subsidiary Suzhou Inovance United Power Systems Co., Ltd. on the Growth Enterprise Market of the SSE in Compliance with Relevant Laws and Regulations	Management	For	For	
9	Planning of the Spin-Off Listing of a Subsidiary Suzhou Inovance United Power Systems Co., Ltd. on the Growth Enterprise Market of the SSE	Management	For	For	
10	Preplan of the Spin-Off Listing of a Subsidiary Suzhou Inovance United Power Systems Co., Ltd. on the Growth Enterprise Market of the SSE	Management	For	For	
11	Spin-Off Listing of a Subsidiary Subsidiary Suzhou Inovance United Power Systems Co., Ltd. is in Compliance with the Rules for Spin-off of Listed Companies (Trial)	Management	For	For	
12	The Spin-Off Listing of Subsidiary Suzhou Inovance United Power Systems Co., Ltd. on the Growth Enterprise Market of the SSE is beneficial for the Legitimate Rights and Interest of Shareholders and Creditors	Management	For	For	
13	Statement on Maintaining Independence and Sustainable Profitability of the Company	Management	For	For	
14	Statement on the Subsidiary's Ability in Standard Operation	Management	For	For	
15	Completeness and Compliance of Legal Proceedings of the Transactions and Validity of the Submitted Legal Documents Regarding the Transaction	Management	For	For	
16	Purpose, Commercial Rationality, Necessity and Feasibility Analysis of the Transaction	Management	For	For	
17	Board Authorization to Handle All Related Matters of the Spin-Off Listing	Management	For	For	
18	Amendments to Articles	Management	For	For	
19	Amendments to Procedural Rules: Board Meetings	Management	For	For	
20	Amendments to Work System for Independent Directors	Management	For	For	
21	Amendments to Procedural Rules: Appointment of Auditor	Management	For	For	
22	Elect ZHU Xingming	Management	For	Against	No nomination and remuneration committee
23	Elect LI Juntian	Management	For	For	
24	Elect ZHOU Bin	Management	For	For	
25	Elect LIU Yuchuan	Management	For	For	
26	Elect SONG Junen	Management	For	Against	Insider on audit committee
27	Elect YANG Chunlu	Management	For	For	
28	Elect ZHANG Taowei	Management	For	For	
29	Elect ZHAO Jinlin	Management	For	For	
30	Elect HUANG Pei	Management	For	For	
31	Elect BAI Ziping	Management	For	Against	Supervisors are not sufficiently independent
32	Elect TANG Zhuxue	Management	For	For	

<b>Shenzhen Mindray Bio-Medical Electronics Co. Ltd.</b>	<b>Meeting Date: 17.05.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2023 Allocation of Profits/Dividends	Management	For	For	
5	AUTHORIZATION TO THE BOARD TO DECIDE ON THE INTERIM PROFIT DISTRIBUTION PLAN	Management	For	For	
6	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
7	2023 SUSTAINABLE DEVELOPMENT REPORT	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Amendments to Articles	Management	For	For	
9	Amendments to Procedural Rules: Shareholder Meetings	Management	For	For	
10	Amendments to Procedural Rules: Board Meetings	Management	For	For	
11	Amendments to Management System for External Guarantees	Management	For	For	
12	Amendments to the Connected Transaction Decision-Making System	Management	For	For	
13	Amendments to Work System for Independent Directors	Management	For	For	
14	Amendments to the Remuneration Management System of Directors, Supervisors, and Senior Management	Management	For	For	

### SSY Group Limited

Meeting Date: 17.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect MENG Guo	Management	For	For	
3	Elect CHOW Hing Yeung	Management	For	For	
4	Elect Liu Wenjun	Management	For	Against	Board is not sufficiently independent
5	Elect WANG Yibing	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the audit committee is not sufficiently independent.
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Allocation of Profits/Dividends	Management	For	For	
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
10	Authority to Repurchase Shares	Management	For	For	
11	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

### Zijin Mining Group Co., Ltd.

Meeting Date: 17.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Independent Directors' Report	Management	For	For	
3	Supervisors' Report	Management	For	For	
4	Annual Report	Management	For	For	
5	Accounts and Reports	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses; Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies.
6	Dividend Distribution and Return Plan for the Next Three Years (2023-2025)	Management	For	For	
7	Allocation of Profits/Dividends	Management	For	For	
8	Board Authorization to Formulate Profit Distribution Proposal	Management	For	For	
9	Remuneration of the Executive Directors and Chairman of the Supervisory Committee	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Authority to Give Guarantees	Management	For	For	
12	Development of Futures and Derivative Trading Businesses of Subsidiaries	Management	For	For	
13	Report on the Use of Proceeds Previously Raised	Management	For	For	
14	Authority to Issue Debt Financing Instruments	Management	For	For	
15	Authority to Issue A and/or H Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
16	Extension of the Validity Period for the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Management	For	For	
17	Extension of the Validity Period of Authorization to the Board	Management	For	For	

### Zijin Mining Group Co., Ltd.

Meeting Date: 17.05.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Extension of the Validity Period for the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Management	For	For	
2	Extension of the Validity Period of Authorization to the Board	Management	For	For	

### China Resources Beer (Holdings) Company Limited

Meeting Date: 20.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Final Dividend	Management	For	For	
3	Allocation of Special Dividend	Management	For	For	
4	Elect HOU Xiaohai	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect ZHAO Chunwu	Management	For	For	
6	Elect ZHAO Wei	Management	For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
7	Elect Daniel Robinson	Management	For	For	
8	Elect TANG Liqing	Management	For	For	
9	Elect GUO Wei	Management	For	For	
10	Elect HOUANG Tai Ninh	Management	For	Against	Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
11	Elect Eric LI Ka Cheung	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent.
12	Directors' Fees	Management	For	For	
13	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit fees are excessive.
14	Authority to Repurchase Shares	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
16	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

### Chinasoft International Limited

Meeting Date: 20.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect HE Ning	Management	For	For	
3	Elect Gao Liangyu	Management	For	For	
4	Elect LAI Guanrong	Management	For	Against	No independent lead or presiding director
5	Elect YEUNG Tak Bun	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Discount exceeds reasonable limits
9	Authority to Repurchase Shares	Management	For	For	
10	Allocation of Profits/Dividends	Management	For	For	

### Harworth Group Plc

Meeting Date: 20.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Elect Alastair D. Lyons	Management	For	For	
4	Elect Lynda Shillaw	Management	For	For	
5	Elect Kitty Patmore	Management	For	For	
6	Elect Angela Bromfield	Management	For	For	
7	Elect Ruth M. Cooke	Management	For	For	
8	Elect Lisa Scenna	Management	For	For	
9	Elect Patrick O'Donnell	Management	For	For	
10	Elect Marzia Zafar	Management	For	For	
11	Elect Steven Underwood	Management	For	For	
12	Elect Martyn Bowes	Management	For	For	
13	Remuneration Report	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Impax Environmental Markets Plc

Meeting Date: 20.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Dividend Policy	Management	For	For	
5	Elect Glen Suarez	Management	For	For	
6	Elect Aine Kelly	Management	For	For	
7	Elect Stephanie Eastment	Management	For	For	
8	Elect Guy R. Walker	Management	For	For	
9	Elect Elizabeth Surkovic	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Appointment of Auditor	Management	For	For	
11	Authority to Set Auditor's Fees	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	
15	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
16	Adoption of New Articles	Management	For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
17	Reduction in Share Premium Account	Management	For	For	

<b>Inner Mongolia Yili Industrial Group Co. Ltd.</b>	<b>Meeting Date: 20.05.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
2	2023 Directors' Report	Management	For	For	
3	2023 Supervisors' Report	Management	For	For	
4	2024 Operating Strategy and Investment Plan	Management	For	For	
5	2023 Annual Accounts and 2024 Financial Budget	Management	For	For	
6	2023 Profit Distribution Plan	Management	For	For	
7	2023 Independent Directors' Report	Management	For	For	
8	Authorizing the Wholly-Owned Subsidiary Inner Mongolia Huishang Financing Guarantee Co., Ltd. to Provide Guarantees for Upstream and Downstream Partners in the Industrial Chain in 2024	Management	For	Against	The company has not provided sufficient information.
9	Provision of Guarantees for Wholly-Owned Subsidiaries	Management	For	For	
10	Provision of Guarantees for Controlling Subsidiaries	Management	For	For	
11	Provision of Guarantees for Hohhot Yixing Dairy Investment Management Co., Ltd.	Management	For	For	
12	Application to Register and Issue Domestic Debt Financing Instruments	Management	For	For	
13	Subsidiary's Futures and Derivatives Hedging Business	Management	For	For	
14	Repurchase and Cancellation of Some Restricted Shares in 2019	Management	For	For	
15	Amendments to Articles of Association	Management	For	For	
16	Work System for Independent Directors (Amended in 2024)	Management	For	For	
17	Re-Appointment of Auditor	Management	For	Against	Non-audit fees are excessive.
18	Aim of Share Repurchase	Management	For	For	
19	Type of Share Repurchase	Management	For	For	
20	Method of Share Repurchase	Management	For	For	
21	Execution Period of Share Repurchase	Management	For	For	
22	Purpose, Quantity, Proportion of the Company's Total Share Capital, and Total Funds for Repurchasing Shares	Management	For	For	
23	Price and Pricing Principles of Share Repurchase	Management	For	For	
24	Source of Funds of Share Repurchase	Management	For	For	
25	Specific Authorization to Handle Matters of Share Repurchase	Management	For	For	

<b>Tribal Group</b>	<b>Meeting Date: 20.05.2024</b>	<b>Meeting Type: Annual</b>
---------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Appointment of Auditor	Management	For	For	
3	Authority to Set Auditor's Fees	Management	For	For	
4	Elect Richard Last	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Potential overcommitment
5	Elect Roger McDowell	Management	For	Against	
6	Elect Mark Pickett	Management	For	For	
7	Elect Nigel Halkes	Management	For	For	
8	Elect Diane Josephine McIntyre	Management	For	For	
9	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
11	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
12	Authority to Repurchase Shares	Management	For	For	

<b>Zhejiang Sanhua Intelligent Controls Co. Ltd.</b>	<b>Meeting Date: 20.05.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
5	2023 Allocation of Profits/Dividends	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	2024 Approval of Line of Credit	Management	For	For	
7	Launching Asset Pool Business	Management	For	For	
8	2024 Authority to Give Guarantees	Management	For	For	
9	Appointment of Auditor for 2024	Management	For	For	
10	LAUNCHING FUTURES HEDGING BUSINESS	Management	For	For	
11	LAUNCHING FOREIGN EXCHANGE HEDGING BUSINESS	Management	For	For	
12	Purchase of Liability Insurance for Directors, Supervisors and Senior Management	Management	For	For	
13	Amendments to Articles	Management	For	For	
14	Amendments to Procedural Rules: Shareholder Meetings	Management	For	For	
15	Amendments to Procedural Rules: Board Meetings	Management	For	For	
16	Amendments to Work System for Independent Directors	Management	For	For	

### Capita Plc

Meeting Date: 21.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Elect David S. Lowden	Management	For	For	
5	Elect Tim Weller	Management	For	For	
6	Elect Georgina Harvey	Management	For	For	
7	Elect Nneka Abulokwe	Management	For	For	
8	Elect Neelam Dhawan	Management	For	For	
9	Elect Brian McArthur-Muscroft	Management	For	For	
10	Elect Adolfo Hernandez	Management	For	For	
11	Appointment of Auditor	Management	For	For	
12	Authority to Set Auditor's Fees	Management	For	For	
13	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
15	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
16	Authority to Repurchase Shares	Management	For	For	

### Dowlais Group plc

Meeting Date: 21.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Liam Butterworth	Management	For	For	
6	Elect Roberto Fioroni	Management	For	For	
7	Elect Simon Mackenzie Smith	Management	For	For	
8	Elect Celia Baxter	Management	For	For	
9	Elect Philip Harrison	Management	For	For	
10	Elect Shali Vasudeva	Management	For	For	
11	Elect Fiona MacAulay	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Approval of Omnibus Share Plan	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Gamma Communications Plc

Meeting Date: 21.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Authority to Set Auditor's Fees	Management	For	For	
7	Elect Martin Hellawell	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Andrew Belshaw	Management	For	For	
9	Elect Bill Castell	Management	For	For	
10	Elect Rachel Addison	Management	For	For	
11	Elect Charlotta Ginman	Management	For	For	
12	Elect Shaun Gregory	Management	For	For	
13	Elect Xavier Robert	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	

### JPMorgan Chase & Co.

Meeting Date: 21.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Linda B. Bammann	Management	For	For	
2	Elect Stephen B. Burke	Management	For	For	
3	Elect Todd A. Combs	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
4	Elect Alicia Boler Davis	Management	For	For	
5	Elect James Dimon	Management	For	For	
6	Elect Alex Gorsky	Management	For	For	
7	Elect Mellody Hobson	Management	For	For	
8	Elect Phebe N. Novakovic	Management	For	For	
9	Elect Virginia M. Rometty	Management	For	For	
10	Elect Mark A. Weinberger	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Amendment to the Long-Term Incentive Plan	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO
15	Shareholder Proposal Regarding Audit of Climate Transition Policies	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
16	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
17	Shareholder Proposal Regarding Proxy Voting Review	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
18	Shareholder Proposal Regarding Third-Party Report on Due Diligence in Conflict-Affected and High-Risk Areas	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
19	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus
20	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	For	

### JTC Plc

Meeting Date: 21.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Final Dividend	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Authority to Set Auditor's Fees	Management	For	For	
7	Elect Mike J. Liston	Management	For	For	
8	Elect Nigel A. Le Quesne	Management	For	For	
9	Elect Martin Fotheringham	Management	For	For	
10	Elect Wendy Holley	Management	For	For	
11	Elect Dermot Mathias	Management	For	For	
12	Elect Michael Gray	Management	For	For	
13	Elect Erika Schraner	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Vote Against when the company has failed to meet the Parker Review targets.
14	Elect Kate Beauchamp	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	

### Nongfu Spring Co. Ltd.

Meeting Date: 21.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect RAO Minghong	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect YU Minyu as Supervisor	Management	For	Against	Supervisors are not sufficiently independent
3	Amendments to Procedural Rules of the General Meeting	Management	For	Against	Removes class shareholder distinction
4	Amendments to Procedural Rules of the Board of Directors	Management	For	For	
5	Amendments to Procedural Rules of the Supervisory Committee	Management	For	For	
6	Directors' Report	Management	For	For	
7	Supervisors' Report	Management	For	For	
8	Accounts and Reports	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	For	
10	Allocation of Profits/Dividends	Management	For	For	
11	Application for Credit Lines	Management	For	For	
12	Authority to Give Guarantees	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
14	Amendments to Articles of Association	Management	For	Against	Removes class shareholder distinction

### Nongfu Spring Co. Ltd.

**Meeting Date: 21.05.2024**

**Meeting Type: Special**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles of Association	Management	For	Against	Removes class shareholder distinction

### Pop Mart International Group Limited

**Meeting Date: 21.05.2024**

**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Moon Duk Il	Management	For	For	
4	Elect ZHANG Jianjun	Management	For	For	
5	Elect WU Liansheng	Management	For	Against	Audit committee met an insufficient number of times
6	Elect Gary NGAN King Leung	Management	For	For	
7	Directors' Fees	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
10	Authority to Repurchase Shares	Management	For	For	
11	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
12	Amendments to Memorandum and Articles	Management	For	For	

### Shell Plc

**Meeting Date: 21.05.2024**

**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect Dick Boer	Management	For	For	
4	Elect Neil A.P. Carson	Management	For	For	
5	Elect Ann F. Godbehere	Management	For	For	
6	Elect Sinead Gorman	Management	For	For	
7	Elect Jane Holl Lute	Management	For	For	
8	Elect Catherine J. Hughes	Management	For	For	
9	Elect Sir Andrew Mackenzie	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
10	Elect Sir Charles Roxburgh	Management	For	For	
11	Elect Wael Sawan	Management	For	For	
12	Elect Abraham Schot	Management	For	For	
13	Elect Leena Srivastava	Management	For	For	
14	Elect Cyrus Taraporevala	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Repurchase Shares (Off-Market)	Management	For	For	
21	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
22	Approval of Energy Transition Update and Energy Transition Strategy 2024	Management	For	Against	Environment - Vote Against when the proposed climate strategy fails the Robeco SOC framework assessment: We acknowledge Shell's position as a relative leader in the sector. However, we remain concerned over the lack of clear absolute emissions reductions that their targets will achieve, particularly due to the ongoing significant growth of their gas business, which has the potential to outweigh reductions in emissions from oil products. We believe that this will retain transition risks in the medium term as well as locking in emissions for the company and host nations. The removal of the 2035 target and watering down of the 2030 target also indicate a less clear pathway to net zero and the need for more drastic, disruptive action in the medium-long term.
23	Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks.

<b>Stericycle Inc.</b>		<b>Meeting Date: 21.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Robert S. Murley	Management	For	For	
2	Elect Cindy J. Miller	Management	For	For	
3	Elect Brian P. Anderson	Management	For	For	
4	Elect Lynn Dorsey Bleil	Management	For	For	
5	Elect Thomas F. Chen	Management	For	For	
6	Elect Victoria Dolan	Management	For	For	
7	Elect Naren K. Gursahaney	Management	For	For	
8	Elect Jesse Joel Hackney, Jr.	Management	For	For	
9	Elect Stephen C. Hooley	Management	For	For	
10	Elect James L. Welch	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	

<b>Veralto Corp</b>		<b>Meeting Date: 21.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Françoise Colpron	Management	For	Against	IPO governance concerns
2	Elect Shyam P. Kambeyanda	Management	For	Against	IPO governance concerns
3	Elect William H. King	Management	For	Against	IPO governance concerns
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	

<b>4imprint Group plc</b>		<b>Meeting Date: 22.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Long-Term Incentive Plan	Management	For	For	
5	Final Dividend	Management	For	For	
6	Elect Lindsay Beardsell	Management	For	For	
7	Elect John Gibney	Management	For	For	
8	Elect Kevin Lyons-Tarr	Management	For	For	
9	Elect Paul S. Moody	Management	For	For	
10	Elect Jaz Rabadia	Management	For	For	
11	Elect David J.E. Seekings	Management	For	For	
12	Elect Christina D. Southall	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Align Technology, Inc.</b>		<b>Meeting Date: 22.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kevin T. Conroy	Management	For	For	
2	Elect Kevin J. Dallas	Management	For	For	
3	Elect Joseph M. Hogan	Management	For	For	
4	Elect Joseph Lacob	Management	For	For	
5	Elect C. Raymond Larkin, Jr.	Management	For	For	
6	Elect George J. Morrow	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Anne M. Myong	Management	For	For	
8	Elect Mojdeh Poul	Management	For	For	
9	Elect Andrea L. Saia	Management	For	For	
10	Elect Susan E. Siegel	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
13	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

### Amazon.com Inc.

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jeffrey P. Bezos	Management	For	For	
2	Elect Andrew R. Jassy	Management	For	For	
3	Elect Keith B. Alexander	Management	For	For	
4	Elect Edith W. Cooper	Management	For	For	
5	Elect Jamie S. Gorelick	Management	For	For	
6	Elect Daniel P. Huttenlocher	Management	For	For	
7	Elect Andrew Y. Ng	Management	For	For	
8	Elect Indra K. Nooyi	Management	For	For	
9	Elect Jonathan J. Rubinstein	Management	For	Against	Adopted forum selection clause in past year w/o shareholder approval
10	Elect Brad D. Smith	Management	For	For	
11	Elect Patricia Q. Stonesifer	Management	For	For	
12	Elect Wendell P. Weeks	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
15	Shareholder Proposal Regarding Formation of Public Policy Committee	Shareholder	Against	Against	SHP Governance - Vote Against when there are concerns regarding the wording of the proposal
16	Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Committee and Public Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Report on Customer Due Diligence	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
18	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
19	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when proposal request company to increase disclosure & transparency on compensation practices
20	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
21	Shareholder Proposal Regarding Just Transition Reporting	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks.
22	Shareholder Proposal Regarding Report on Plastic Packaging	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports
23	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
24	Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports
25	Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
26	Shareholder Proposal Regarding Disclosure of Director Donations	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
27	Shareholder Proposal Regarding Formation of Artificial Intelligence Committee	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks
28	Shareholder Proposal Regarding Report on Working Conditions	Shareholder	Against	For	SHP - Vote For when shareholder proposal requests companies address material ESG risks

### American Tower Corp.

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Steven O. Vondran	Management	For	For	
2	Elect Kelly C. Chambliss	Management	For	For	
3	Elect Teresa H. Clarke	Management	For	For	
4	Elect Kenneth R. Frank	Management	For	For	
5	Elect Robert D. Hormats	Management	For	For	
6	Elect Grace D. Lieblein	Management	For	For	
7	Elect Craig Macnab	Management	For	For	
8	Elect Neville Ray	Management	For	For	
9	Elect JoAnn A. Reed	Management	For	For	
10	Elect Pamela D.A. Reeve	Management	For	For	
11	Elect Bruce L. Tanner	Management	For	For	
12	Ratification of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
15	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to increase disclosure & transparency on compensation practices.

### BFI Finance Indonesia

Meeting Date: 22.05.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Give Guarantees	Management	For	Against	The company has not provided sufficient information.
2	Change in the Board of Directors	Management	For	Against	The company has not provided sufficient information.

### BFI Finance Indonesia

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Appointment of Auditor and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.
4	Directors' and Commissioners' Fees	Management	For	Against	The company has not provided sufficient information.
5	Report on Use of Proceeds	Management	For	For	

### Chailease Holding Company Limited

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	
3	Capitalization of Profits and Issuance of New Shares	Management	For	For	
4	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Discount exceeds reasonable limits
5	Amendments to Procedural Rules: Shareholder Meetings	Management	For	For	

### Coats Group Plc

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Jackie Callaway	Management	For	For	
5	Elect David P. Gosnell	Management	For	For	
6	Elect Hongyan Echo Lu	Management	For	For	
7	Elect Stephen M. Murray	Management	For	For	
8	Elect Frances P. Philip	Management	For	For	
9	Elect Rajiv Sharma	Management	For	For	
10	Elect Jakob Sigurdsson	Management	For	For	
11	Elect Sarah Highfield	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Approval of Long Term Incentive Plan	Management	For	For	
16	Approval of Deferred Share Bonus Plan	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Dassault Systemes SA

Meeting Date: 22.05.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	
6	2024 Remuneration Policy (Corporate officers)	Management	For	For	
7	2023 Remuneration of Charles Edelstenne, Former Chair (until January 8, 2023)	Management	For	For	
8	2023 Remuneration of Bernard Charlès, Chair and CEO	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
9	2023 Remuneration of Pascal Daloz, Deputy CEO	Management	For	For	
10	2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Groupe Industriel Marcel Dassault SAS (Marie-Hélène Habert-Dassault)	Management	For	For	
12	Elect Laurence Daures	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
13	Authority to Repurchase and Reissue Shares	Management	For	For	
14	Authority to Cancel Shares and Reduce Capital	Management	For	For	
15	Employee Stock Purchase Plan	Management	For	For	
16	Stock Purchase Plan for Overseas Employees	Management	For	For	
17	Authority to Decide on Mergers by Absorption	Management	For	Against	Not in shareholders' best interests
18	Authority to Increase Capital in Case of Mergers by Absorption	Management	For	Against	Not in shareholders' best interests
19	Authority to Decide on Spin-Offs	Management	For	Against	Not in shareholders' best interests
20	Authority to Increase Capital in Case of Spin-offs	Management	For	Against	Not in shareholders' best interests
21	Authority to Decide on Partial Transfer of Assets	Management	For	Against	Not in shareholders' best interests
22	Authority to Increase Capital in Case of Partial Transfer of Assets	Management	For	Against	Not in shareholders' best interests
23	Authorisation of Legal Formalities	Management	For	For	

### DENTSPLY Sirona Inc

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Simon D. Campion	Management	For	For	
2	Elect Willie A. Deese	Management	For	For	
3	Elect Brian T. Gladden	Management	For	For	
4	Elect Betsy D. Holden	Management	For	For	
5	Elect Clyde R. Hosein	Management	For	For	
6	Elect Gregory T. Lucier	Management	For	For	
7	Elect Jonathan J. Mazelsky	Management	For	For	
8	Elect Leslie F. Varon	Management	For	For	
9	Elect Janet S. Vergis	Management	For	For	
10	Elect Ilse Dorothea Wenzel	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Approval of the 2024 Omnibus Incentive Plan	Management	For	For	
14	Amendment to the Employee Stock Purchase Plan	Management	For	For	

### Empiric Student Property Plc

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Approval of the Long-Term Incentive Plan	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Authority to Set Auditor's Fees	Management	For	For	
6	Dividend Policy	Management	For	For	
7	Elect Mark Pain	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Vote Against when the company has failed to meet the Parker Review targets.
8	Elect Alice Avis	Management	For	For	
9	Elect Duncan Garrod	Management	For	For	
10	Elect Martin Ratchford	Management	For	For	
11	Elect Clair Preston-Beer	Management	For	For	
12	Elect Donald Grant	Management	For	For	
13	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
14	Advisory Vote on ESG Commitments for 2024 and 2025	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Jumbo S.A.

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Ratification of Board and Auditor's Acts	Management	For	For	
4	Directors' Fees (Forward-Looking)	Management	For	For	
5	Remuneration Report	Management	For	Against	No variable pay
6	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Failure to disclose breakdown of fees

<b>M&amp;G Plc</b>		<b>Meeting Date: 22.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect Elisabeth Stheeman	Management	For	For	
4	Elect Clive Adamson	Management	For	For	
5	Elect Edward Braham	Management	For	For	
6	Elect Clare M. Chapman	Management	For	For	
7	Elect Kathryn McLeland	Management	For	For	
8	Elect Paolo Andrea Rossi	Management	For	For	
9	Elect Dev Sanyal	Management	For	For	
10	Elect Clare Thompson	Management	For	For	
11	Elect Massimo Tosato	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Mandatory Convertible Securities w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Mandatory Convertible Securities w/o Preemptive Rights	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>McDonald's Corp</b>		<b>Meeting Date: 22.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anthony G. Capuano	Management	For	For	
2	Elect Kareem Daniel	Management	For	For	
3	Elect Lloyd H. Dean	Management	For	For	
4	Elect Catherine Engelbert	Management	For	For	
5	Elect Margaret H. Georgiadis	Management	For	For	
6	Elect Michael D. Hsu	Management	For	For	
7	Elect Christopher Kempczinski	Management	For	For	
8	Elect John Mulligan	Management	For	For	
9	Elect Jennifer Taubert	Management	For	For	
10	Elect Paul S. Walsh	Management	For	For	
11	Elect Amy Weaver	Management	For	For	
12	Elect Miles D. White	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
15	Amendments to Certificate of Incorporation to Implement Miscellaneous Changes	Management	For	Against	Changes to Company Statutes - Vote Against when the proposed amendments are not in the best interests of minority shareholders.
16	Ratification of Auditor	Management	For	For	
17	Shareholder Proposal Regarding Policy on Use of Medically Important Antibiotics in the Beef and Pork Supply Chain	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
18	Shareholder Proposal Regarding Cage-Free Eggs	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
19	Shareholder Proposal Regarding Disclosure of Animal Welfare Indicators	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
20	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Shareholder	Against	Against	SHP - Vote Against when the request of the proposal is not in the best interests of shareholders.
21	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
22	Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

<b>Mondelez International Inc.</b>		<b>Meeting Date: 22.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cees 't Hart	Management	For	For	
2	Elect Charles E. Bunch	Management	For	For	
3	Elect Ertharin Cousin	Management	For	For	
4	Elect Brian J. McNamara	Management	For	For	
5	Elect Jorge S. Mesquita	Management	For	For	
6	Elect Anindita Mukherjee	Management	For	For	
7	Elect Jane Hamilton Nielsen	Management	For	For	
8	Elect Paula A. Price	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Patrick T. Siewert	Management	For	For	
10	Elect Michael A. Todman	Management	For	For	
11	Elect Dirk Van de Put	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Approval of the 2024 Performance Incentive Plan	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Audit Committee Subcommittee Study on Company Affiliations	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
16	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
17	Shareholder Proposal Regarding Report on Child Labor in Cocoa Supply Chain	Shareholder	Against	For	SHP Social - Vote For when reasonable shareholder proposal requests companies to prepare and plan for mitigating material social risks.
18	Shareholder Proposal Regarding Third-Party Assessment of Human Rights Policy for Conflict-Affected and High-Risk Areas	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.

<b>Orange</b>		<b>Meeting Date: 22.05.2024</b>		<b>Meeting Type: Mix</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Elect Christel Heydemann	Management	For	For	
6	Elect Frédéric Sanchez	Management	For	For	
7	Elect Thierry Chatelier (Employee Shareholder Representative)	Management	For	For	
8	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
9	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For	For	
10	2023 Remuneration Report	Management	For	For	
11	2023 Remuneration of Christel Heydemann, CEO	Management	For	For	
12	2023 Remuneration of Jacques Aschenbroich, Chair	Management	For	For	
13	2024 Remuneration Policy (CEO)	Management	For	For	
14	2024 Remuneration Policy (Chair)	Management	For	For	
15	2024 Remuneration Policy (Board of Directors)	Management	For	For	
16	Authority to Repurchase and Reissue Shares	Management	For	For	
17	Authority to Issue Performance Shares	Management	For	For	
18	Employee Stock Purchase Plan	Management	For	For	
19	Authority to Cancel Shares and Reduce Capital	Management	For	For	
20	Authorisation of Legal Formalities	Management	For	For	
21	Shareholder Proposal A Regarding Equity Remuneration for Employee	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.

<b>Partners Group Holding</b>		<b>Meeting Date: 22.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Matters	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Board and Management Acts	Management	For	For	
5	Approval of a Capital Band	Management	For	For	
6	Compensation Report	Management	For	For	
7	Board Compensation	Management	For	For	
8	Board Compensation (Long-Term)	Management	For	For	
9	Board Compensation (Technical Non-Financial)	Management	For	For	
10	Executive Compensation (Fixed)	Management	For	For	
11	Executive Compensation (Long-Term)	Management	For	For	
12	Executive Compensation (Variable to Former Executives)	Management	For	For	
13	Executive Compensation (Technical Non-Financial Income)	Management	For	For	
14	Elect Steffen Meister as Board Chair	Management	For	For	
15	Elect Marcel Erni	Management	For	Against	Board is not sufficiently independent; Less than 75% Attendance
16	Elect Alfred Gantner	Management	For	For	
17	Elect Anne Lester	Management	For	For	
18	Elect Gaëlle Olivier	Management	For	For	
19	Elect Urs Wietlisbach	Management	For	For	
20	Elect Flora Zhao	Management	For	Against	Board is not sufficiently independent
21	Elect Flora Zhao as Compensation Committee Member	Management	For	Against	Board is not sufficiently independent
22	Elect Anne Lester as Compensation Committee Member	Management	For	For	
23	Elect Gaëlle Olivier as Compensation Committee Member	Management	For	For	
24	Appointment of Independent Proxy	Management	For	For	
25	Appointment of Auditor	Management	For	For	
26	Transaction of Other Business	Management	For	Against	Granting unfettered discretion is unwise

PayPal Holdings Inc		Meeting Date: 22.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rodney C. Adkins	Management	For	For	
2	Elect Alex Chriss	Management	For	For	
3	Elect Jonathan Christodoro	Management	For	For	
4	Elect John J. Donahoe II	Management	For	For	
5	Elect David W. Dorman	Management	For	For	
6	Elect Enrique Lores	Management	For	For	
7	Elect Gail J. McGovern	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Deborah M. Messemer	Management	For	For	
9	Elect David M. Moffett	Management	For	For	
10	Elect Ann M. Sarnoff	Management	For	For	
11	Elect Frank D. Yeary	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Amendment to the 2015 Equity Incentive Award Plan	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	For	
16	Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Shareholder	Against	Against	

Spirent Communications Plc		Meeting Date: 22.05.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Scheme	Management	For	For	In the absence of a new bid emerging and risk of a significant pullback in the share price if the bid is rejected, we have concluded to vote in favour.

Spirent Communications Plc		Meeting Date: 22.05.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Scheme	Management	For	For	In the absence of a new bid emerging and risk of a significant pullback in the share price if the bid is rejected, we have concluded to vote in favour.

Stelrad Group Plc		Meeting Date: 22.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Bob Ellis	Management	For	For	
5	Elect Trevor Harvey	Management	For	For	
6	Elect Nicola Bruce	Management	For	For	
7	Elect Martin Payne	Management	For	For	
8	Elect Edmund Lazarus	Management	For	Against	Less than 75% Attendance, Poor chair succession planning
9	Elect Nicholas Armstrong	Management	For	For	
10	Elect Annette Borén	Management	For	For	
11	Elect Katherine Innes Ker	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Thermo Fisher Scientific Inc.		Meeting Date: 22.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marc N. Casper	Management	For	For	
2	Elect Nelson J. Chai	Management	For	For	
3	Elect Ruby R. Chandy	Management	For	For	
4	Elect C. Martin Harris	Management	For	For	
5	Elect Tyler Jacks	Management	For	For	
6	Elect Jennifer M. Johnson	Management	For	For	
7	Elect R. Alexandra Keith	Management	For	For	
8	Elect James C. Mullen	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Debora L. Spar	Management	For	For	
10	Elect Scott M. Sperling	Management	For	For	
11	Elect Dion J. Weisler	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	

### Baillie Gifford Shin Nippon plc

Meeting Date: 23.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Claire Finn	Management	For	For	
5	Elect Abigail Rotheroe	Management	For	For	
6	Elect Jamie Skinner	Management	For	For	
7	Elect Kevin Troup	Management	For	For	
8	Elect Sethu Vijayakumar	Management	For	For	
9	Appointment of Auditor	Management	For	For	
10	Authority to Set Auditor's Fees	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	

### Capricorn Energy Plc

Meeting Date: 23.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Special Dividend and Share Consolidation	Management	For	For	
3	Amendment to Long-Term Incentive Plan	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Appointment of Auditor	Management	For	Against	Audit fees are excessive.
6	Authority to Set Auditor's Fees	Management	For	Against	Audit fees are excessive.
7	Elect Randall C. Neely	Management	For	For	
8	Elect Maria Gordon	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
9	Elect Richard Herbert	Management	For	For	
10	Elect Hesham Mekawi	Management	For	For	
11	Elect Tom Pitts	Management	For	For	
12	Elect Patrice Merrin	Management	For	For	
13	Elect Sachin Mistry	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Charles Schwab Corp.

Meeting Date: 23.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Walter W. Bettinger II	Management	For	For	
2	Elect Joan T. Dea	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
3	Elect Christopher V. Dodds	Management	For	For	
4	Elect Bharat B. Masrani	Management	For	For	
5	Elect Charles A. Ruffel	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when there are concerns regarding the vesting provisions upon a change in control.
8	Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	Shareholder	Against	Against	SHP - Vote Against when the request of the proposal is unclear.
9	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
10	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to increase disclosure & transparency on compensation practices.

<b>Cheniere Energy Inc.</b>		<b>Meeting Date: 23.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect G. Andrea Botta	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
2	Elect Jack A. Fusco	Management	For	For	
3	Elect Patricia K. Collawn	Management	For	For	
4	Elect Brian E. Edwards	Management	For	For	
5	Elect Denise Gray	Management	For	For	
6	Elect Lorraine Mitchelmore	Management	For	For	
7	Elect Scott Peak	Management	For	For	
8	Elect Donald F. Robillard, Jr.	Management	For	For	
9	Elect Neal A. Shear	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration arrangements include single-trigger change-of-control provisions
11	Ratification of Auditor	Management	For	For	
12	Amendment to the 2020 Incentive Plan	Management	For	For	
13	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	

<b>CK Asset Holdings Limited</b>		<b>Meeting Date: 23.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	Audit fees are excessive.
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Edmond IP Tak Chuen	Management	For	For	
4	Elect Davy CHUNG Sun Keung	Management	For	For	
5	Elect Ezra PAU Yee Wan	Management	For	For	
6	Elect Katherine HUNG Siu Lin	Management	For	For	
7	Elect Donald J. Roberts	Management	For	For	
8	Elect Rose LEE Wai Mun	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	Against	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
11	Authority to Repurchase Shares	Management	For	For	

<b>CK Hutchison Holdings Limited</b>		<b>Meeting Date: 23.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	Insufficient audit committee independence; Board is not sufficiently independent Audit fees are excessive.
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Victor LI Tzar Kuoi	Management	For	For	
4	Elect Dominic LAI Kai Ming	Management	For	For	
5	Elect Edmond IP Tak Chuen	Management	For	For	
6	Elect Andrew John Hunter	Management	For	For	
7	Elect Cynthia CHOW Ching Yee	Management	For	For	
8	Elect Susan CHOW WOO Mo Fong	Management	For	For	
9	Elect George C. Magnus	Management	For	For	
10	Elect Ruth TSIM Sin Ling	Management	For	Against	
11	Appointment of Auditor and Authority to Set Fees	Management	For	Against	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	

<b>Dong-E-E-Jiao Co.Ltd</b>		<b>Meeting Date: 23.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	Audit fees are excessive.
2	2023 Directors' Report	Management	For	For	
3	2023 Supervisors' Report	Management	For	For	
4	2023 Independent Directors' Report	Management	For	For	
5	2023 Accounts and Reports and 2024 Financial Budget	Management	For	For	
6	2023 Allocation of Profits/Dividends	Management	For	For	
7	2024 Related Party Transactions	Management	For	For	
8	INVESTMENT IN FINANCIAL WEALTH MANAGEMENT PRODUCTS	Management	For	For	
9	2024 TOTAL WAGES BUDGET	Management	For	For	
10	REAPPOINTMENT OF AUDIT FIRM	Management	For	Against	
11	2024 INTERIM PROFIT DISTRIBUTION PLAN	Management	For	For	
12	FORMULATION OF THE WORK SYSTEM FOR INDEPENDENT DIRECTORS	Management	For	For	



Equinix, Inc.		Meeting Date: 23.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nanci E. Caldwell	Management	For	For	
2	Elect Adaire Fox-Martin	Management	For	For	
3	Elect Gary F. Hromadko	Management	For	For	
4	Elect Charles Meyers	Management	For	For	
5	Elect Thomas S. Olinger	Management	For	For	
6	Elect Christopher B. Paisley	Management	For	For	
7	Elect Jeetendra I. Patel	Management	For	For	
8	Elect Sandra Rivera	Management	For	For	
9	Elect Fidelma Russo	Management	For	For	
10	Elect Peter F. Van Camp	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
12	Amendment to the 2004 Employee Stock Purchase Plan	Management	For	For	
13	Ratification of Auditor	Management	For	For	

Essentra Plc		Meeting Date: 23.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Final Dividend	Management	For	For	
5	Advisory Vote on Climate Transition Action Plan	Management	For	For	The Company has adopted a net zero ambition and has set reduction targets for its Scope 1, 2, and 3 emissions. The Company also provides reporting aligned with the TCFD, information concerning its scenario analysis, and has received SBTi assurance on its GHG emissions, short and long term.
6	Elect Dupsy Abiola	Management	For	For	
7	Elect Jack Clarke	Management	For	For	
8	Elect Kathryn Durrant	Management	For	For	
9	Elect Scott M.T. Fawcett	Management	For	For	
10	Elect Adrian Ian Peace	Management	For	For	
11	Elect Paul J. Lester	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
12	Elect Mary Reilly	Management	For	For	
13	Elect Ralf K. Wunderlich	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Sharesave Plan	Management	For	For	
17	Long-Term Incentive Plan	Management	For	For	
18	Deferred Bonus Plan	Management	For	For	
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Hill & Smith PLC		Meeting Date: 23.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Alan Giddins	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
5	Elect Anthony James Quinlan	Management	For	For	
6	Elect Pete Raby	Management	For	For	
7	Elect Leigh-Ann Russell	Management	For	For	
8	Elect Farrokh Batliwala	Management	For	For	
9	Elect Hannah Kate Nichols	Management	For	For	
10	Elect Carol Chesney	Management	For	For	
11	Elect Hooman Caman Javvi	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
19	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes

<b>Kenvue Inc</b>	<b>Meeting Date: 23.05.2024</b>	<b>Meeting Type: Annual</b>
-------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard E. Allison, Jr.	Management	For	For	
2	Elect Peter Fasolo	Management	For	For	
3	Elect Tamara Franklin	Management	For	For	
4	Elect Seemantini Godbole	Management	For	For	
5	Elect Melanie L. Healey	Management	For	For	
6	Elect Betsy D. Holden	Management	For	For	
7	Elect Larry J. Merlo	Management	For	For	
8	Elect Thibaut Mongon	Management	For	For	
9	Elect Vasant M. Prabhu	Management	For	For	
10	Elect Michael E. Sneed	Management	For	For	
11	Elect Joseph J. Wolk	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
13	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
14	Ratification of Auditor	Management	For	For	

<b>Legal &amp; General Group plc</b>	<b>Meeting Date: 23.05.2024</b>	<b>Meeting Type: Annual</b>
--------------------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Elect António Simões	Management	For	For	
4	Elect Henrietta Baldock	Management	For	For	
5	Elect Nilufer von Bismarck	Management	For	For	
6	Elect Philip Broadley	Management	For	For	
7	Elect Stuart Jeffrey Davies	Management	For	For	
8	Elect Carolyn Johnson	Management	For	For	
9	Elect Sir John Kingman	Management	For	For	
10	Elect Lesley Knox	Management	For	For	
11	Elect M. George Lewis	Management	For	For	
12	Elect Ric Lewis	Management	For	For	
13	Elect Tushar Morzaria	Management	For	For	
14	Elect Laura Wade-Gery	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Remuneration Report	Management	For	For	
18	Performance Share Plan	Management	For	For	
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Contingent Convertible Securities w/ Preemptive Rights	Management	For	For	
21	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
22	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
23	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
24	Authority to Issue Contingent Convertible Securities w/o Preemptive Rights	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>NextEra Energy Inc</b>	<b>Meeting Date: 23.05.2024</b>	<b>Meeting Type: Annual</b>
---------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nicole S. Arnaboldi	Management	For	For	
2	Elect James L. Camaren	Management	For	For	
3	Elect Naren K. Gursahaney	Management	For	For	
4	Elect Kirk S. Hachigian	Management	For	For	
5	Elect Maria G. Henry	Management	For	For	
6	Elect John W. Ketchum	Management	For	For	
7	Elect Amy B. Lane	Management	For	For	
8	Elect David L. Porges	Management	For	For	
9	Elect Deborah Stahlkopf	Management	For	For	
10	Elect John Arthur Stall	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Darryl L. Wilson	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
14	Shareholder Proposal Regarding Disclosure of a Board Diversity and Skills Matrix	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
15	Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

### Panoro Energy ASA

Meeting Date: 23.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Minutes	Management	For	For	
3	Notice of Meeting; Agenda	Management	For	For	
4	Accounts and Reports; Authority to Distribute Dividends	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Nomination Committee Fees	Management	For	For	
7	Authority to Set Auditor's Fees	Management	For	For	
8	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
9	Authority to Issue Shares (Incentive Programs)	Management	For	For	
10	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
11	Authority to Repurchase and Reissue Shares	Management	For	For	
12	Election of Directors	Management	For	For	
13	Elect Julien Balkany	Management	For	For	
14	Elect Torstein Sanness	Management	For	For	
15	Elect Alexandra Herger	Management	For	For	
16	Elect Garrett Soden	Management	For	For	
17	Elect Gunvor Ellingsen	Management	For	For	
18	Amendments to Articles	Management	For	For	
19	Adoption of Share-Based Incentives (RSU Program)	Management	For	Against	Long-term awards are not linked to performance.

### Prudential plc

Meeting Date: 23.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect Mark Saunders	Management	For	For	
4	Elect Shriti Vadera	Management	For	For	
5	Elect Anil Wadhvani	Management	For	For	
6	Elect Jeremy Anderson	Management	For	For	
7	Elect Arijit Basu	Management	For	For	
8	Elect Chua Sock Koong	Management	For	For	
9	Elect Ming Lu	Management	For	For	
10	Elect George D. Sartorel	Management	For	For	
11	Elect Claudia Süßmuth Dyckerhoff	Management	For	For	
12	Elect Jeanette Wong	Management	For	For	
13	Elect Yok Tak Amy Yip	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Repurchased Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Preference Shares	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Scrip Dividend	Management	For	For	
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Republic Services, Inc.

Meeting Date: 23.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Manuel Kadre	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Tomago Collins	Management	For	For	
3	Elect Michael A. Duffy	Management	For	For	
4	Elect Thomas W. Handley	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
5	Elect Jennifer M. Kirk	Management	For	For	
6	Elect Michael Larson	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
7	Elect N. Thomas Linebarger	Management	For	For	
8	Elect Meg Reynolds	Management	For	For	
9	Elect James P. Snee	Management	For	For	
10	Elect Brian S. Tyler	Management	For	For	
11	Elect Jon Vander Ark	Management	For	For	
12	Elect Sandra M. Volpe	Management	For	For	
13	Elect Katharine B. Weymouth	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Just Transition Reporting	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks.

### Rolls-Royce Holdings Plc

Meeting Date: 23.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Elect Dame Anita M. Frew	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
5	Elect Tufan Erginbilgic	Management	For	For	
6	Elect Helen McCabe	Management	For	For	
7	Elect George Culmer	Management	For	For	
8	Elect Birgit A. Behrendt	Management	For	For	
9	Elect Stuart J. B. Bradie	Management	For	For	
10	Elect Paulo Cesar de Souza e Silva	Management	For	For	
11	Elect Lord Jitesh K. Gadhia	Management	For	For	
12	Elect Beverly K. Goulet	Management	For	For	
13	Elect Nicholas Luff	Management	For	For	
14	Elect Wendy Mars	Management	For	For	
15	Elect Dame Angela Strank	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Global Employee Purchase Plan	Management	For	For	
21	Long-Term Incentive Plan	Management	For	For	
22	Increase in NED Fee Cap	Management	For	For	
23	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
24	Authority to Repurchase Shares	Management	For	For	
25	Adoption of New Articles	Management	For	For	

### Safran SA

Meeting Date: 23.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Elect Patricia S. Bellinger	Management	For	For	
6	Elect Pascale Dosda (Employee Shareholder Representative)	Management	For	For	
7	Elect Anne Aubert (Employee Shareholder Representative)	Management	For	For	
8	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	
9	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For	For	
10	2023 Remuneration of Ross McInnes, Chair	Management	For	For	
11	2023 Remuneration of Olivier Andriès, CEO	Management	For	For	
12	2023 Remuneration Report	Management	For	For	
13	2024 Remuneration Policy (Chair)	Management	For	For	
14	2023 Remuneration Policy (CEO)	Management	For	For	
15	2024 Remuneration Policy (Board of Directors)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Authority to Repurchase and Reissue Shares	Management	For	For	
17	Authorisation of Legal Formalities	Management	For	For	

### Schneider Electric SE

Meeting Date: 23.05.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	
6	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	
7	2023 Remuneration Report	Management	For	For	
8	2023 Remuneration of Jean-Pascal Tricoire, Chair and Former CEO (Until May 3, 2023)	Management	For	For	
9	2023 Remuneration of Peter Herweck, CEO (Since May 4, 2023)	Management	For	For	
10	2023 Remuneration of Jean-Pascal Tricoire, Chair (Since May 4, 2023)	Management	For	For	
11	2024 Remuneration Policy (CEO)	Management	For	For	
12	2024 Remuneration Policy (Chair)	Management	For	For	
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	
14	Elect Fred Kindle	Management	For	For	
15	Elect Cécile Cabanis	Management	For	For	
16	Elect Jill Lee	Management	For	For	
17	Elect Philippe Knoche	Management	For	For	
18	Authority to Repurchase and Reissue Shares	Management	For	For	
19	Employee Stock Purchase Plan	Management	For	For	
20	Stock Purchase Plan for Overseas Employees	Management	For	For	
21	Authorisation of Legal Formalities	Management	For	For	

### Shaftesbury Capital Plc

Meeting Date: 23.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Elect Jonathan Nicholls	Management	For	For	
5	Elect Ian D. Hawksworth	Management	For	For	
6	Elect Situl Jobanputra	Management	For	For	
7	Elect Richard Akers	Management	For	For	
8	Elect Ruth Anderson	Management	For	For	
9	Elect Charlotte J. Boyle	Management	For	For	
10	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
11	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	
16	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Spectris

Meeting Date: 23.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Amanda Gradden	Management	For	For	
5	Elect Ravi Gopinath	Management	For	For	
6	Elect Derek Harding	Management	For	For	
7	Elect Andrew Heath	Management	For	For	
8	Elect Alison Henwood	Management	For	For	
9	Elect Ulf Quellmann	Management	For	For	
10	Elect Cathy Turner	Management	For	For	
11	Elect Kjersti Wiklund	Management	For	For	
12	Elect Mark Williamson	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Verisign Inc.</b>	<b>Meeting Date: 23.05.2024</b>	<b>Meeting Type: Annual</b>
----------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect D. James Bidzos	Management	For	For	
2	Elect Courtney D. Armstrong	Management	For	For	
3	Elect Yehuda Ari Buchalter	Management	For	For	
4	Elect Kathleen A. Cote	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Thomas F. Frist III	Management	For	For	
6	Elect Jamie S. Gorelick	Management	For	For	
7	Elect Roger H. Moore	Management	For	For	
8	Elect Timothy Tomlinson	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	For	
10	Ratification of Auditor	Management	For	For	

<b>Welltower OP LLC</b>	<b>Meeting Date: 23.05.2024</b>	<b>Meeting Type: Annual</b>
-------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kenneth J. Bacon	Management	For	For	
2	Elect Karen B. DeSalvo	Management	For	For	
3	Elect Dennis G. Lopez	Management	For	For	
4	Elect Shank Mitra	Management	For	For	
5	Elect Ade J. Patton	Management	For	For	
6	Elect Diana W. Reid	Management	For	For	
7	Elect Sergio D. Rivera	Management	For	For	
8	Elect Johnese M. Spisso	Management	For	For	
9	Elect Kathryn M. Sullivan	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost
12	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
13	Increase in Authorized Common Stock	Management	For	For	

<b>Yihai International Holding Ltd</b>	<b>Meeting Date: 23.05.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Guo Qiang and Approve Fees	Management	For	For	
3	Elect SUN Shengfeng and Approve Fees	Management	For	For	
4	Elect SHU Ping and Approve Fees	Management	For	Against	Insider on compensation committee
5	Elect CUI Jin and Approve Fees	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit fees are excessive.
7	Allocation of Profits/Dividends	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
9	Authority to Repurchase Shares	Management	For	For	
10	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
11	Amendments to Articles	Management	For	For	

<b>Yum China Holdings Inc</b>	<b>Meeting Date: 23.05.2024</b>	<b>Meeting Type: Annual</b>
-------------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Fred Hu	Management	For	For	
2	Elect Joey Wat	Management	For	For	
3	Elect Robert B. Aiken	Management	For	For	
4	Elect Peter A. Bassi	Management	For	For	
5	Elect Edouard Ettedgui	Management	For	For	
6	Elect David Hoffmann	Management	For	For	
7	Elect Ruby Lu	Management	For	For	
8	Elect Zili Shao	Management	For	For	
9	Elect William Wang	Management	For	For	
10	Elect Min (Jenny) Zhang	Management	For	For	
11	Elect Christina Xiaojing Zhu	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Issuance of Common Stock	Management	For	For	
15	Share Repurchase	Management	For	For	

**AIA Group Limited**
**Meeting Date: 24.05.2024**
**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect LEE Yuan Siong	Management	For	For	
4	Elect CHOW Chung Kong	Management	For	For	
5	Elect John Barrie HARRISON	Management	For	For	
6	Elect Cesar V. Purisima	Management	For	For	
7	Elect Mari Elka Pangestu	Management	For	For	
8	Elect ONG Chong Tee	Management	For	For	
9	Elect Nor Shamsiah Mohd Yunus	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
12	Authority to Repurchase Shares	Management	For	For	

**Hangzhou Tigermed Consulting Co Ltd**
**Meeting Date: 24.05.2024**
**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 ANNUAL REPORT AND ITS SUMMARY, AND 2023 PERFORMANCE ANNOUNCEMENT	Management	For	For	
2	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
3	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
4	2023 Profit Distribution Plan	Management	For	For	
5	2023 ANNUAL ACCOUNTS REPORT	Management	For	For	
6	Financial Reports Prepared in Accordance with the Accounting Standards in Mainland China and Termination of the Appointment of Overseas Financial Report Audit Firm	Management	For	For	
7	APPOINTMENT OF 2024 AUDIT FIRM	Management	For	For	
8	APPLICATION FOR COMPREHENSIVE CREDIT LINE TO BANKS	Management	For	For	
9	Purchase of Short-Term Principal-Guaranteed Wealth Management Products from Banks with Idle Proprietary Funds	Management	For	For	
10	REMUNERATION FOR DIRECTORS AND SENIOR MANAGEMENT	Management	For	For	
11	Confirmation of 2023 Remuneration and Allowance for Supervisors and 2024 Remuneration and Allowance Standard	Management	For	For	
12	Amendments to the Company's Articles of Association	Management	For	For	
13	Amendments to the Company's Rules of Procedure Governing Shareholders General Meetings	Management	For	For	
14	Amendments to the Company's Rules of Procedure Governing the Board Meetings	Management	For	For	
15	AMENDMENTS TO THE WORK SYSTEM FOR INDEPENDENT DIRECTORS	Management	For	For	
16	AMENDMENTS TO THE CONNECTED TRANSACTION SYSTEM	Management	For	For	
17	AMENDMENTS TO THE EXTERNAL GUARANTEE MANAGEMENT SYSTEM	Management	For	For	
18	GENERAL AUTHORIZATION TO THE BOARD REGARDING H-SHARE OFFERING	Management	For	For	
19	GENERAL AUTHORIZATION TO THE BOARD REGARDING REPURCHASE OF H-SHARES	Management	For	For	

**Hangzhou Tigermed Consulting Co Ltd**
**Meeting Date: 24.05.2024**
**Meeting Type: Special**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to the Company's Articles of Association	Management	For	Against	Amendment is not in best interests of shareholders
2	GENERAL AUTHORIZATION TO THE BOARD REGARDING REPURCHASE OF H-SHARES	Management	For	For	

**Jiangsu Hengli Hydraulic Co Ltd.**
**Meeting Date: 24.05.2024**
**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
4	2023 Independent Directors' Report	Management	For	For	
5	2023 Annual Accounts Report	Management	For	For	
6	2023 Profit Distribution Plan	Management	For	For	
7	2024 Remuneration Plan of Directors, Supervisors and Senior Management	Management	For	For	
8	2023 SPECIAL REPORT ON THE DEPOSIT AND USE OF RAISED FUNDS	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Shareholder Return Plan for the Next Three Years from 2024 to 2026	Management	For	For	
10	Amendments to Management System for External Investment	Management	For	For	
11	Amendments to Work System for Independent Directors	Management	For	For	

## NN Group NV

Meeting Date: 24.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Management Board Acts	Management	For	For	
5	Ratification of Supervisory Board Acts	Management	For	For	
6	Elect Robert Jenkins to the Supervisory Board	Management	For	For	
7	Elect Koos Timmermans to the Supervisory Board	Management	For	For	
8	Management Board Remuneration Policy	Management	For	For	
9	Supervisory Board Remuneration Policy	Management	For	For	
10	Authority to Issue Shares w/ or w/o Preemptive Rights (Solvency II Securities)	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Suppress Preemptive Rights	Management	For	For	
13	Additional Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	
15	Cancellation of Shares	Management	For	For	

## TotalEnergies SE

Meeting Date: 24.05.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Authority to Repurchase and Reissue Shares	Management	For	For	
5	Special Auditors Report on Regulated Agreements	Management	For	For	
6	Elect Patrick Pouyanné	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
7	Elect Jacques Aschenbroich	Management	For	For	Although we would have liked to have a vote on the shareholder proposal that was excluded from this year's agenda, we had a call with the company and found their reasons for excluding it to be reasonable. Nevertheless, we continue to encourage the separation of the roles of CEO and chairman of the board.
8	Elect R. Glenn Hubbard	Management	For	For	
9	Elect Marie-Ange Debon	Management	For	For	
10	2023 Remuneration Report	Management	For	For	
11	2024 Remuneration Policy (Board of Directors)	Management	For	For	
12	2023 Remuneration of Patrick Pouyanné, Chair and CEO	Management	For	For	
13	2024 Remuneration Policy (Chair and CEO)	Management	For	For	
14	Opinion on 2024 Sustainability and Climate Progress Report	Management	For	Against	Environment - Vote Against when the proposed climate strategy fails the Robeco SOC framework assessment. We acknowledge Total's position as a relative leader in the sector, and appreciate their ongoing transparency and the consistency of their strategy. However, we remain concerned over the lack of clear absolute emissions reductions that their targets will achieve, particularly due to the ongoing significant growth of their LNG business. We believe that this will retain transition risks in the medium term as well as locking in emissions for the company and host nations. In the longer term we are also sceptical of the efficacy of relying on offsets and avoided emissions from low carbon products to reach their overall net zero target.
15	Appointment of Auditor for Sustainability Reporting (EY)	Management	For	For	
16	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Capital Through Capitalisations	Management	For	For	
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
20	Greenshoe	Management	For	For	
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
22	Employee Stock Purchase Plan	Management	For	For	
23	Authority to Issue Performance Shares	Management	For	For	



Wickes Group Plc		Meeting Date: 24.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Christopher Rogers	Management	For	For	
6	Elect David Wood	Management	For	For	
7	Elect Mark A. George	Management	For	For	
8	Elect Mark S. Clare	Management	For	For	
9	Elect Sonita Alleyne	Management	For	For	
10	Elect Michael James Iddon	Management	For	For	
11	Elect Laura Harricks	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

XP Inc		Meeting Date: 24.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements	Management	For	For	
2	Elect José Luiz Acar Pedro	Management	For	For	
3	Elect Oscar Rodriguez Herrero	Management	For	For	
4	Elect João Roberto Gonçalves Teixeira	Management	For	For	
5	Elect Melissa Werneck	Management	For	For	
6	Elect Guilherme Dias Fernandes Benchimol	Management	For	For	
7	Elect Bruno Constantino Alexandre dos Santos	Management	For	For	
8	Elect Bernardo Amaral Botelho	Management	For	For	
9	Elect Martin Emiliano Escobari Lifchitz	Management	For	Against	Auditor not up for ratification; Insufficient board gender diversity; Multi-class share structure with unequal voting rights; Vote results not disclosed
10	Elect Gabriel Klas da Rocha Leal	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.

Craftsman Automation Ltd.		Meeting Date: 27.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Srinivasan Ravi	Management	For	For	
4	Approve Payment of Fees to Cost Auditors	Management	For	For	
5	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	

Media Tek Inc		Meeting Date: 27.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Adoption of 2023 Business Report and Financial Statements	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	
3	Adoption of Employee Restricted Stock Incentive Plan	Management	For	For	
4	Elect TSAI Ming-Kai	Management	For	Against	Board is not sufficiently independent
5	Elect Rick TSAI	Management	For	For	
6	Elect Joe CHEN	Management	For	For	
7	Elect SUN Cheng-Yaw	Management	For	For	
8	Elect WU Chung-Yu	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent.
9	Elect CHANG Peng-Heng	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
10	Elect Shirley LIN Syaru	Management	For	For	
11	Elect CHANG Yao-Wen	Management	For	For	
12	Non-Compete Restrictions for Directors	Management	For	Against	Potential conflict of interests

<b>CSPC Pharmaceutical Group Limited.</b>		<b>Meeting Date: 28.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect CAI Dongchen	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
4	Elect LI Chunlei	Management	For	For	
5	Elect Stephen LAW Cheuk Kin	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Authority to Repurchase Shares	Management	For	For	
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
10	Authority to Grant Options Under share Option Scheme	Management	For	Against	Change of control provision; Short vesting period; Excessive range of participants

<b>Genuit Group Plc</b>		<b>Meeting Date: 28.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Tim Pullen	Management	For	For	
6	Elect Bronagh Kennedy	Management	For	For	
7	Elect Joe Vorih	Management	For	For	
8	Elect Kevin J. Boyd	Management	For	For	
9	Elect Shatish Dasani	Management	For	For	
10	Elect Lisa Scenna	Management	For	For	
11	Elect Louise Brooke-Smith	Management	For	For	
12	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
13	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
14	Approval of the Sharesave Plan	Management	For	For	
15	Long-Term Incentive Plan	Management	For	For	
16	Deferred Bonus Plan	Management	For	For	
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Hess Corporation</b>		<b>Meeting Date: 28.05.2024</b>		<b>Meeting Type: Special</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Merger (Acquisition by Chevron Corporation)	Management	For	Abstain	
2	Advisory Vote on Golden Parachutes	Management	For	For	
3	Right to Adjourn Meeting	Management	For	For	

<b>Merck &amp; Co Inc</b>		<b>Meeting Date: 28.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Douglas M. Baker, Jr.	Management	For	For	
2	Elect Mary Ellen Coe	Management	For	For	
3	Elect Pamela J. Craig	Management	For	For	
4	Elect Robert M. Davis	Management	For	For	
5	Elect Thomas H. Glocer	Management	For	For	
6	Elect Risa Lavizzo-Mourey	Management	For	For	
7	Elect Stephen L. Mayo	Management	For	For	
8	Elect Paul B. Rothman	Management	For	For	
9	Elect Patricia F. Russo	Management	For	For	
10	Elect Christine E. Seidman	Management	For	For	
11	Elect Inge G. Thulin	Management	For	For	
12	Elect Kathy J. Warden	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Against	Against	
16	Shareholder Proposal Regarding Government Censorship Transparency Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Seven & I Holdings Co., Ltd.		Meeting Date: 28.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Ryuichi Isaka	Management	For	For	
3	Elect Junro Ito	Management	For	For	
4	Elect Fumihiko Nagamatsu	Management	For	For	
5	Elect Joseph M. DePinto	Management	For	For	
6	Elect Yoshimichi Maruyama	Management	For	For	
7	Elect Tamaki Wakita	Management	For	For	
8	Elect Stephen H. Dacus	Management	For	For	
9	Elect Toshiro Yonemura	Management	For	For	
10	Elect Yoshiyuki Izawa	Management	For	For	
11	Elect Meyumi Yamada	Management	For	For	
12	Elect Jenifer S. Rogers	Management	For	For	
13	Elect Shinji Wada	Management	For	For	
14	Elect Fuminao Hachiuma	Management	For	For	
15	Elect Paul K. Yonamine	Management	For	For	
16	Elect Elizabeth M. Meyerdirk	Management	For	For	

Sungrow Power Supply Co. Ltd		Meeting Date: 28.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
6	2024 Estimated Guarantee Quota for Subsidiaries and Provision of Guarantee for Subsidiaries	Management	For	Against	Guarantees exceed net assets
7	CONTINUATION OF THE FOREIGN EXCHANGE HEDGING BUSINESS	Management	For	For	
8	ISSUING A LETTER OF GUARANTEE FOR SUBSIDIARIES	Management	For	For	
9	2024 Reappointment of Audit Firm	Management	For	For	
10	Remuneration for Directors	Management	For	For	
11	Remuneration for Supervisors	Management	For	For	
12	Amendments to Articles	Management	For	For	
13	Amendments to Procedural Rules: Shareholder Meetings	Management	For	For	
14	Amendments to Procedural Rules: Board Meetings	Management	For	For	
15	The Company's Rules of Procedure Governing the Supervisory Committee Meetings	Management	For	For	
16	Amendments to Work System for Independent Directors	Management	For	For	
17	Amendments to Information Disclosure Management System	Management	For	For	

Chevron Corp.		Meeting Date: 29.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Wanda M. Austin	Management	For	For	
2	Elect John B. Frank	Management	For	For	
3	Elect Alice P. Gast	Management	For	For	
4	Elect Enrique Hernandez, Jr.	Management	For	For	
5	Elect Marilyn A. Hewson	Management	For	For	
6	Elect Jon M. Huntsman Jr.	Management	For	For	
7	Elect Charles W. Moorman	Management	For	For	
8	Elect Dambisa F. Moyo	Management	For	For	
9	Elect Debra L. Reed-Klages	Management	For	For	
10	Elect D. James Umpleby III	Management	For	For	
11	Elect Cynthia J. Warner	Management	For	For	
12	Elect Michael K. Wirth	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
16	Shareholder Proposal Regarding Virgin Plastic Demand	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports
17	Shareholder Proposal Regarding Report on Human Rights Risks	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
18	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

<b>E Ink Holdings Inc</b>		<b>Meeting Date: 29.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Profit Distribution Plan	Management	For	For	

  

<b>Elite Material Co. Ltd</b>		<b>Meeting Date: 29.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Business Report and Financial Statements	Management	For	For	
2	Distribution of Year 2023 Profits	Management	For	For	
3	Elect James CHENG Shou-Zhen	Management	For	For	

  

<b>Glencore plc</b>		<b>Meeting Date: 29.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Cash Distribution (Reduction in Share Premium Account)	Management	For	For	
3	Elect Kalidas V. Madhavpeddi	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity; Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies
4	Elect Gary Nagle	Management	For	For	
5	Elect Martin J. Gilbert	Management	For	For	
6	Elect Gill Marcus	Management	For	For	
7	Elect Cynthia B. Carroll	Management	For	For	
8	Elect David Wormsley	Management	For	For	
9	Elect Liz Hewitt	Management	For	For	
10	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
11	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
12	Advisory Vote on Climate Action Transition Plan	Management	For	Against	The company's own analysis highlights that their targets are not aligned with the NZE, and their new target of a 25% emissions reduction by 2030 falls well short of the ambition required to mitigate transition risks facing high carbon aspects of their portfolio. In addition, we are extremely disappointed by the removal of the coal production cap and the lack of clarity over coal capex.
13	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure. The proposed Career Share Plan, that would replace the current short- and long-term incentive plans, relies solely on qualitative measures
14	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure. Long-term awards not subject to any quantitative performance underpin.
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	

  

<b>Golub Capital BDC Inc</b>		<b>Meeting Date: 29.05.2024</b>		<b>Meeting Type: Special</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Golub BDC 3 Transaction	Management	For	For	

  

<b>Kweichow Moutai Co Ltd</b>		<b>Meeting Date: 29.05.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Independent Directors' Report	Management	For	For	
4	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
5	2023 Accounts and Reports	Management	For	For	
6	2024 Financial Budget Report	Management	For	For	
7	2023 Profit Distribution Plan	Management	For	For	
8	2024 Appointment of the Company's Auditor and Internal Control Auditor	Management	For	For	
9	Elect ZHANG Deqin as Non-Independent Director	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
10	Estimated Related Party Transactions in 2024	Management	For	For	
11	Amendments to Work System for Independent Directors	Management	For	Against	The company has not provided sufficient information.

Meta Platforms Inc		Meeting Date: 29.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Peggy Alford	Management	For	Withhold	Board - Vote Against when the chair of the nominating committee is not independent; Board - Vote Against when the chair of the remuneration committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent; Did not implement SHP passed by a majority of unaffiliated shareholders
2	Elect Marc L. Andreessen	Management	For	For	
3	Elect John Arnold	Management	For	For	
4	Elect Andrew W. Houston	Management	For	For	
5	Elect Nancy Killefer	Management	For	For	
6	Elect Robert M. Kimmitt	Management	For	For	
7	Elect Hock E. Tan	Management	For	Withhold	Board - Vote Against when the audit committee is not sufficiently independent
8	Elect Tracey T. Travis	Management	For	Withhold	Serves on too many boards
9	Elect Tony Xu	Management	For	For	
10	Elect Mark Zuckerberg	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	Management	For	For	
13	Amendment to the 2012 Equity Incentive Plan	Management	For	Against	Plan allows for repricing; Contains Evergreen Provisions
14	Shareholder Proposal Regarding Recapitalization	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
15	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
16	Shareholder Proposal Regarding Disclosure of Vote Results by Share Class	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
17	Shareholder Proposal Regarding Report on Human Rights Risks in Non-U.S. Markets	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards
18	Shareholder Proposal Regarding Allowing Lead Independent Director to Set Agenda	Shareholder	Against	For	Adding agenda items is an important role of a lead director
19	Shareholder Proposal Regarding Human Rights Impact Assessment of AI Used in Targeted Advertising	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards
20	Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
21	Shareholder Proposal Regarding Report and Advisory Vote on Minimum Age for Social Media	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
22	Shareholder Proposal Regarding Report on Prohibiting Political Advertising and Restoring Enhanced Actions	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
23	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Commitment	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders

Advantech		Meeting Date: 30.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Profit Distribution Plan	Management	For	For	

Airtac International Group		Meeting Date: 30.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2030 Accounts and Reports	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Amendments to Procedural Rules: Board Meetings	Management	For	For	

Bodycote Plc		Meeting Date: 30.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Elect Daniel Dayan	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
4	Elect Pat Larmon	Management	For	For	
5	Elect Lili Chahbazi	Management	For	For	
6	Elect Kevin J. Boyd	Management	For	For	
7	Elect Cynthia A. Gordon	Management	For	For	
8	Elect Ben Fidler	Management	For	For	
9	Elect Beatriz García-Cos Muntañola	Management	For	For	
10	Elect Jim Fairbairn	Management	For	For	
11	Appointment of Auditor	Management	For	For	
12	Authority to Set Auditor's Fees	Management	For	For	
13	Remuneration Report	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Delta Electronic</b>	<b>Meeting Date: 30.05.2024</b>	<b>Meeting Type: Annual</b>
-------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	
3	Amendments to Articles	Management	For	For	
4	Amendments to the Company's Operating Procedures of Acquisition or Disposal of Assets, Operating Procedures of Fund Lending, and Operating Procedures of Endorsement and Guarantee	Management	For	For	
5	Elect Yancey HAI	Management	For	For	
6	Elect Bruce C.H. CHENG	Management	For	For	
7	Elect CHENG Ping	Management	For	For	
8	Elect Mark KO	Management	For	For	
9	Elect Simon CHANG	Management	For	For	
10	Elect Victor CHENG	Management	For	Against	Serves on too many boards
11	Elect GUO Shan-Shan	Management	For	For	
12	Elect Audrey TSENG	Management	For	Against	Serves on too many boards
13	Elect LU Shyue-Ching	Management	For	For	
14	Elect Jack J.T. HUANG	Management	For	For	
15	Elect Rose TSOU	Management	For	For	
16	Elect Doris HSU	Management	For	Against	Serves on too many boards
17	Release from Non-competition Restrictions on the Company's Directors	Management	For	For	

<b>Iron Mountain Inc.</b>	<b>Meeting Date: 30.05.2024</b>	<b>Meeting Type: Annual</b>
---------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jennifer Allerton	Management	For	For	
2	Elect Pamela M. Arway	Management	For	For	
3	Elect Clarke H. Bailey	Management	For	For	
4	Elect Kent P. Dauten	Management	For	For	
5	Elect Monte E. Ford	Management	For	For	
6	Elect Robin L. Matlock	Management	For	For	
7	Elect William L. Meaney	Management	For	For	
8	Elect Wendy J. Murdock	Management	For	For	
9	Elect Walter C. Rakowich	Management	For	For	
10	Elect Theodore R. Samuels, II	Management	For	For	
11	Elect Doyle R. Simons	Management	For	For	
12	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	

<b>Jentech Precision Industrial Co</b>	<b>Meeting Date: 30.05.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Business Reports and Financial Statement	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	

<b>Learning Technologies Group Plc</b>	<b>Meeting Date: 30.05.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Elect Simon Boddie	Management	For	For	
4	Elect Andrew Stephen Brode	Management	For	For	
5	Elect Aimee Chapple	Management	For	For	
6	Elect Kath Kearney-Croft	Management	For	For	
7	Elect Piers Lea	Management	For	For	
8	Elect Leslie-Ann Reed	Management	For	For	
9	Elect Jonathan Satchell	Management	For	For	
10	Remuneration Report	Management	For	For	
11	Appointment of Auditor	Management	For	For	
12	Authority to Set Auditor's Fees	Management	For	For	
13	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Authority to Repurchase Shares	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

### Ping AN Insurance (Group) Co. of China, Ltd.

Meeting Date: 30.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Annual Report	Management	For	For	
4	Accounts and Reports	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
7	Elect MA Mingzhe as Executive Director	Management	For	For	
8	Elect XIE Yonglin as Executive Director	Management	For	For	
9	Elect Michael GUO as Executive Director	Management	For	For	
10	Elect CAI Fangfang as Executive Director	Management	For	For	
11	Elect FU Xin as Executive Director	Management	For	For	
12	Elect Soopakij Chearavanont XIE Jiren as Non-executive Director	Management	For	For	
13	Elect YANG Xiaoping as Non-executive Director	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
14	Elect HE Jianfeng as Non-executive Director	Management	For	For	
15	Elect CAI Xun as Non-executive Director	Management	For	Against	Serves on too many boards
16	Elect ZHU Xinrong as Independent Supervisor	Management	For	For	
17	Elect LIEW Fui Kiang as Independent Supervisor	Management	For	For	
18	Elect Clement HUNG Ka Hai as Independent Supervisor	Management	For	For	
19	Authority to Issue H Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Debt Financing Instruments	Management	For	For	
21	Amendments to Articles	Management	For	For	
22	Elect Kenneth NG Sing Yip as Independent Director	Management	For	For	
23	Elect CHU Yiyun as Independent Director	Management	For	For	
24	Elect LIU Hong as Independent Director	Management	For	For	
25	Elect Albert NG Kong Ping as Independent Director	Management	For	For	
26	Elect JIN Li as Independent Director	Management	For	For	
27	Elect WANG Guangqian as Independent Director	Management	For	For	

### Silergy Corp

Meeting Date: 30.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Profit Distribution Plan	Management	For	For	
3	Amendments to Procedural Rules: Endorsements and Guarantees	Management	For	For	
4	Adoption of Employee Restricted Stock Plan	Management	For	For	

### Sinbon Electronics Co Ltd

Meeting Date: 30.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Profit Distribution Plan	Management	For	For	
3	Amendments to Procedural Rules: Shareholder Meetings	Management	For	For	
4	Elect WANG Shaw-Shing as Non-Independent Director	Management	For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
5	Elect WANG Chao-Liang as Non-Independent Director	Management	For	For	
6	Elect LIANG Wei-Ming as Non-Independent Director	Management	For	For	
7	Elect HUANG Wen-Sen as Non-Independent Director	Management	For	For	
8	Elect WANG Wei-Chung as Non-Independent Director	Management	For	For	
9	Elect WANG Kuo-Hung as Non-Independent Director	Management	For	For	
10	Elect CHEN Ho-Min as Independent Director	Management	For	For	
11	Elect LIN Yu-Fen as Independent Director	Management	For	For	
12	Elect WEA Chi-Lin as Independent Director	Management	For	Against	Serves on too many boards
13	Elect LIU Mu-Hsiao as Independent Director	Management	For	For	
14	Elect LIN Mei-Chu as Independent Director	Management	For	For	
15	Non-Compete Restrictions for Directors	Management	For	For	

### United Micro Electronics

Meeting Date: 30.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	
3	Elect CHEN Lih J.	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Shyu Jyuo-Min	Management	For	For	
5	Elect SHIU Kuang Si	Management	For	For	
6	Elect HSU Wen-Hsin	Management	For	For	
7	Elect WU Ling-Ling	Management	For	For	
8	Elect WANG Su-Lin	Management	For	For	
9	Elect Stan HUNG	Management	For	For	
10	Elect CHIEN S C	Management	For	For	
11	Elect Jason WANG	Management	For	For	
12	Non-Compete Restrictions for Directors	Management	For	Against	Potential conflict of interests
13	Amendments to Articles of Association	Management	For	For	
14	Adoption of Employee Restricted Stock Plan	Management	For	For	

### WNS (Holdings) Limited

Meeting Date: 30.05.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares	Management	For	For	
2	Authority to Repurchase Shares	Management	For	For	

### Yageo Corporation

Meeting Date: 30.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	Capitalization of Profits and Issuance of New Shares	Management	For	For	
3	Adoption of Employee Restricted Stock Plan	Management	For	For	
4	Amendment to the Operational Procedures for Loaning of Funds and Making of Endorsements/Guarantees	Management	For	For	
5	Amendment to the Company's Articles of Incorporation	Management	For	For	
6	Elect CHEN Tie-Min	Management	For	For	
7	Elect WANG Deng-Rue	Management	For	For	
8	Elect WANG Chin-San	Management	For	Against	Serves on too many boards
9	Elect YANG Shih-Chien	Management	For	Against	The nominee has attended less than 75% of meetings without a valid excuse.
10	Elect YEN Ching-Chang	Management	For	Against	The nominee has attended less than 75% of meetings without a valid excuse.
11	Elect TSAI Shu-Chen	Management	For	For	
12	Elect LEE Cheng-Ling	Management	For	Against	The nominee serves on the Audit Committee that lacks sufficient independence.
13	Elect LIN HSU Tun-Son	Management	For	For	
14	Elect LIN Lai-Fu	Management	For	For	
15	Non-Compete Restrictions for Directors	Management	For	Against	Potential conflict of interests

### A.G. Barr plc

Meeting Date: 31.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Mark Allen	Management	For	Against	Vote Against when the company has failed to meet the Parker Review targets.
5	Elect Stuart Lorimer	Management	For	For	
6	Elect Susan Barratt	Management	For	For	
7	Elect Zoe Howorth	Management	For	For	
8	Elect Nick Wharton	Management	For	For	
9	Elect Julie Anne Barr	Management	For	For	
10	Elect Louise Smalley	Management	For	For	
11	Elect Euan A. Sutherland	Management	For	For	
12	Appointment of Auditor and Authority to Set Fees	Management	For	For	
13	Share Savings Scheme	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Repurchase Shares	Management	For	For	

### Hon Hai Precision Industry

Meeting Date: 31.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Recognition of the Company's 2023 Business Report and Financial Statements	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
2	Recognition of the Company's 2023 Earnings Distribution Statements	Management	For	For	
3	Removal of Restrictions on Directors Participation in Competing Businesses	Management	For	For	



Old Mutual Limited		Meeting Date: 31.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Elect Itumeleng Kgaboesele	Management	For	For	
2	Re-elect Jaco Langner	Management	For	For	
3	Re-elect Trevor Manuel	Management	For	For	
4	Re-elect Nomkhita Nqweni	Management	For	For	
5	Elect Busisiwe P. Silwanyana	Management	For	For	
6	Elect Jurie Strydom	Management	For	For	
7	Election of Audit Committee Member (Olufunke Ighodaro)	Management	For	For	
8	Election of Audit Committee Member (Itumeleng Kgaboesele)	Management	For	For	
9	Election of Audit Committee Member (Jaco Langner)	Management	For	For	
10	Election of Audit Committee Member (John Lister)	Management	For	For	
11	Election of Audit Committee Member (Nomkhita Nqweni)	Management	For	For	
12	Election of Audit Committee Member (Busisiwe Silwanyana)	Management	For	For	
13	Election of Audit Committee Member (Jurie Strydom)	Management	For	For	
14	Appointment of Joint Auditor (Deloitte & Touche)	Management	For	For	
15	Appointment of Joint Auditor (Ernst & Young)	Management	For	For	
16	Approve Remuneration Policy	Management	For	For	
17	Approve Remuneration Implementation Report	Management	For	For	
18	Approve NEDs' Fees	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Approve Financial Assistance	Management	For	For	

Pulsar Group plc		Meeting Date: 31.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark Stephen Fautley	Management	For	For	
2	Elect Lisa Gilbert	Management	For	For	
3	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
4	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
5	Authority to Repurchase Shares	Management	For	For	

Tata Consultancy Services Ltd.		Meeting Date: 31.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect N. Chandrasekaran	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the nomination committee is not sufficiently independent.
4	Related Party Transaction (Identified Subsidiaries of Promoter Company)	Management	For	For	
5	Related Party Transaction (Tejas Networks Limited)	Management	For	For	
6	Related Party Transaction (Tata Motors Limited and Jaguar Land Rover Limited)	Management	For	For	
7	Related Party Transaction (Tata Consultancy Services Japan Limited)	Management	For	For	

Unimicron Technology Corp.		Meeting Date: 31.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Profit Distribution Plan	Management	For	For	
3	Non-Compete Restrictions for Directors	Management	For	For	

Henderson Land Development Co. Ltd.		Meeting Date: 03.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect LEE Shau Kee	Management	For	Against	Board is not sufficiently independent; Less than 75% Attendance
4	Elect John YIP Ying Chee	Management	For	Against	Board is not sufficiently independent
5	Elect Andrew FUNG Hau Chung	Management	For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
6	Elect KO Ping Keung	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the nomination committee is not sufficiently independent.
7	Elect Jackson WOO Ka Biu	Management	For	Against	Board is not sufficiently independent
8	Elect POON Chung Kwong	Management	For	Against	Board is not sufficiently independent
9	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit fees are excessive.
10	Authority to Repurchase Shares	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
12	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
<b>Outfront Media Inc</b>		<b>Meeting Date: 03.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nicolas Brien	Management	For	For	
2	Elect Angela Courtin	Management	For	For	
3	Elect Manuel A. Diaz	Management	For	For	
4	Elect Michael J. Dominguez	Management	For	For	
5	Elect Jeremy J. Male	Management	For	For	
6	Elect Peter Mathes	Management	For	For	
7	Elect Susan M. Tolson	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity
8	Elect Joseph H. Wender	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
<b>PageGroup Plc</b>		<b>Meeting Date: 03.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Nicholas Kirk	Management	For	For	
5	Elect Babak Fouladi	Management	For	For	
6	Elect Karen Geary	Management	For	For	
7	Elect Michelle Healy	Management	For	For	
8	Elect Sylvia Metayer	Management	For	For	
9	Elect Angela Seymour-Jackson	Management	For	For	
10	Elect Kelvin Stagg	Management	For	For	
11	Elect Ben Stevens	Management	For	For	
12	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
13	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
<b>Unitedhealth Group Inc</b>		<b>Meeting Date: 03.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Charles Baker	Management	For	For	
2	Elect Timothy P. Flynn	Management	For	For	
3	Elect Paul R. Garcia	Management	For	Against	Cybersecurity concerns
4	Elect Kristen Gil	Management	For	Against	Cybersecurity concerns
5	Elect Stephen J. Hemsley	Management	For	For	
6	Elect Michele J. Hooper	Management	For	For	
7	Elect F. William McNabb, III	Management	For	Against	Cybersecurity concerns
8	Elect Valerie C. Montgomery Rice	Management	For	For	
9	Elect John H. Noseworthy	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
10	Elect Andrew Witty	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
<b>Warner Bros. Discovery Inc</b>		<b>Meeting Date: 03.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Li Haslett Chen	Management	For	For	
2	Elect Richard W. Fisher	Management	For	For	
3	Elect Paul A. Gould	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Kenneth W. Lowe	Management	For	For	
5	Elect John C. Malone	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity; Board - Vote Against when the chair of the nominating committee is not independent; Board - Vote Against when the nomination committee is not sufficiently independent.
6	Elect Fazal Merchant	Management	For	For	
7	Elect Paula A. Price	Management	For	For	
8	Elect David M. Zaslav	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification; Remuneration - Vote Against when substantial one-off payments are made without performance criteria; Remuneration - Vote Against when there are concerns regarding the vesting provisions upon a change in control.
11	Amendment to the Stock Incentive Plan	Management	For	For	
12	Shareholder Proposal Regarding Report on Use of Artificial Intelligence	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
13	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
14	Shareholder Proposal Regarding Formation of Corporate Sustainability Committee and Public Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

### Booking Holdings Inc

Meeting Date: 04.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Glenn D. Fogel	Management	For	For	
2	Elect Mirian M. Graddick-Weir	Management	For	For	
3	Elect Kelly J. Grier	Management	For	For	
4	Elect Wei Hopeman	Management	For	For	
5	Elect Robert J. Mylod Jr.	Management	For	For	
6	Elect Charles H. Noski	Management	For	Withhold	Adopted forum selection clause in past year w/o shareholder approval
7	Elect Joseph Quinlan	Management	For	For	
8	Elect Nicholas J. Read	Management	For	For	
9	Elect Thomas E. Rothman	Management	For	For	
10	Elect Sumit Singh	Management	For	For	
11	Elect Lynn M. Vojvodich Radakovich	Management	For	For	
12	Elect Vanessa A. Wittman	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	Against	For	SHP Remuneration - Vote For when shareholder proposal asks for the introduction or improvement of clawback
16	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

### General Motors Company

Meeting Date: 04.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mary T. Barra	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
2	Elect Wesley G. Bush	Management	For	For	
3	Elect Joanne C. Crevoiserat	Management	For	For	
4	Elect Linda R. Gooden	Management	For	For	
5	Elect Joseph Jimenez	Management	For	For	
6	Elect Jonathan McNeill	Management	For	For	
7	Elect Judith A. Miscik	Management	For	For	
8	Elect Patricia F. Russo	Management	For	For	
9	Elect Thomas M. Schoewe	Management	For	For	
10	Elect Mark A. Tatum	Management	For	For	
11	Elect Jan E. Tighe	Management	For	For	
12	Elect Devin N. Wenig	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
15	Shareholder Proposal Regarding Child Labor Linked To Electric Vehicles	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
16	Shareholder Proposal Regarding Revisiting Pay Incentives for EV Production Metrics	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Deep-Sea Mined Minerals in the Supply Chain	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
18	Shareholder Proposal Regarding Additional Disclosure on Sustainability Risks Within the Supply Chain	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

Horizon Construction Development Limited		Meeting Date: 04.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Adoption of Share Option Scheme	Management	For	For	
3	Authority to Repurchase Shares	Management	For	For	
4	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
5	Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
6	Elect HE Ziming	Management	For	For	
7	Elect LI Qianjin	Management	For	For	
8	Elect XU Min	Management	For	Against	Audit committee met an insufficient number of times
9	Elect JIN Jinping	Management	For	Against	No nominating/governance committee meeting
10	Directors' Fees	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Amendments to Articles	Management	For	For	

Mytilineos S.A.		Meeting Date: 04.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Remuneration Report	Management	For	Against	Equity awards to major shareholder
4	Ratification of Board and Auditor's Acts	Management	For	For	
5	Appointment of Auditor and Authority to Set Fees	Management	For	For	
6	Amendment to Equity-Based Incentive Plans	Management	For	For	
7	Amendments to Article 1 (Company Name)	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
8	Elect Polixeni Kazoli	Management	For	For	
9	Creation of Special Reserve	Management	For	For	

Taiwan Semiconductor Manufacturing		Meeting Date: 04.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	Amendments to Articles of Association	Management	For	For	
3	2024 Employee Restricted Stock Plan	Management	For	For	
4	Elect WEI Che-Chia	Management	For	For	
5	Elect TSENG Fan-Cheng	Management	For	For	
8	Elect Michael R. Splinter	Management	For	For	
9	Elect Moshe N.Gavriellov	Management	For	For	
10	Elect L. Rafael Reif	Management	For	For	
11	Elect Ursula M. Burns	Management	For	For	
12	Elect Lynn L. Elsenhans	Management	For	For	
13	Elect LIN Chuan	Management	For	For	

TJX Companies, Inc.		Meeting Date: 04.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect José B. Alvarez	Management	For	For	
2	Elect Alan M. Bennett	Management	For	For	
3	Elect Rosemary T. Berkery	Management	For	For	
4	Elect David T. Ching	Management	For	For	
5	Elect C. Kim Goodwin	Management	For	For	
6	Elect Ernie Herrman	Management	For	For	
7	Elect Amy B. Lane	Management	For	For	
8	Elect Carol Meyrowitz	Management	For	For	
9	Elect Jackwyn L. Nemerov	Management	For	For	
10	Elect Charles F. Wagner, Jr.	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
13	Shareholder Proposal Regarding Report on Supply Chain Due Diligence	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.

Airbnb Inc		Meeting Date: 05.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Brian Chesky	Management	For	For	
2	Elect Angela Ahrendts	Management	For	Withhold	The nominee has attended less than 75% of meetings without a valid excuse.
3	Elect Kenneth I. Chenault	Management	For	Withhold	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
6	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	
7	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

### Amadeus IT Group S.A.

Meeting Date: 05.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Information	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Ratification of Board Acts	Management	For	For	
6	Elect William Connelly	Management	For	For	
7	Elect Luis Maroto Camino	Management	For	For	
8	Elect Pilar García Ceballos-Zúñiga	Management	For	For	
9	Elect Stephan Gemkow	Management	For	For	
10	Elect Peter Kürpick	Management	For	For	
11	Elect Xiaoqun Clever-Steg	Management	For	For	
12	Elect Amanda Mesler	Management	For	For	
13	Elect Jana Eggers	Management	For	For	
14	Directors' Fees	Management	For	For	
15	Remuneration Policy	Management	For	For	
16	Approval of the Executive Share Plan	Management	For	For	
17	Authorisation of Legal Formalities	Management	For	For	

### Cars.com

Meeting Date: 05.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jerri L. DeVard	Management	For	For	
2	Elect Scott Forbes	Management	For	For	
3	Elect Jill Greenthal	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Thomas Hale	Management	For	For	
5	Elect Michael Kelly	Management	For	For	
6	Elect Donald A. McGovern, Jr.	Management	For	For	
7	Elect Greg Revelle	Management	For	For	
8	Elect Jenell R. Ross	Management	For	For	
9	Elect Bala Subramanian	Management	For	For	
10	Elect T. Alex Vetter	Management	For	For	
11	Elect Bryan Wiener	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	

### Centrica plc

Meeting Date: 05.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	Against	Long term awards are not linked to clear, quantifiable performance targets.
3	Final Dividend	Management	For	For	
4	Elect Philippe Boisseau	Management	For	For	
5	Elect Jo Harlow	Management	For	For	
6	Elect Sue Whalley	Management	For	For	
7	Elect Carol Arrowsmith	Management	For	For	
8	Elect Nathan Bostock	Management	For	For	
9	Elect Chandpreet Duggal	Management	For	For	
10	Elect Heidi Mottram	Management	For	For	
11	Elect Russell O' Brien	Management	For	For	
12	Elect Kevin O'Byrne	Management	For	For	
13	Elect Chris O'Shea	Management	For	For	
14	Elect Amber Rudd	Management	For	For	
15	Elect Scott Wheway	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Far East Horizon Limited

Meeting Date: 05.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect KONG Fanxing	Management	For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
4	Elect WANG Mingzhe	Management	For	Against	Board is not sufficiently independent
5	Elect David LIU Haifeng	Management	For	Against	The nominee has attended less than 75% of meetings without a valid excuse.
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit fees are excessive.
8	Authority to Repurchase Shares	Management	For	For	
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed; Potential dilution exceeds recommended threshold
10	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
11	Adoption of New Share Option Scheme	Management	For	Against	Change of control provision
12	Special Dividend By Way of Distribution in Specie of HCD Shares	Management	For	For	

### Fidelity National Information Services, Inc.

Meeting Date: 05.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lee Adrean	Management	For	For	
2	Elect Mark D. Benjamin	Management	For	For	
3	Elect Stephanie L. Ferris	Management	For	For	
4	Elect Jeffrey A. Goldstein	Management	For	For	
5	Elect Lisa Hook	Management	For	For	
6	Elect Kenneth T. Lamneck	Management	For	For	
7	Elect Gary L. Lauer	Management	For	For	
8	Elect James B. Stallings, Jr.	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
10	Ratification of Auditor	Management	For	For	

### MercadoLibre Inc

Meeting Date: 05.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nicolás Galperin	Management	For	For	
2	Elect Henrique Dubugras	Management	For	For	
3	Elect Richard Sanders	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	Against	Long term awards are not linked to performance.
5	Ratification of Auditor	Management	For	For	

### PetroChina Co. Ltd.

Meeting Date: 05.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses;; Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies
4	Allocation of Profits/Dividends	Management	For	For	
5	Authority to Declare Interim Dividends	Management	For	For	
6	Authority to Give Guarantees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Elect ZHOU Song as Supervisor	Management	For	Against	Supervisors are not sufficiently independent
9	Authority to Issue Debt Financing Instruments	Management	For	For	
10	Amendments to Articles and Rules of Procedures of General Meeting	Management	For	For	

Sanlam		Meeting Date: 05.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Reappointment of Joint Auditor (KPMG)	Management	For	For	
3	Reappointment of Joint Auditor (PricewaterhouseCoopers)	Management	For	For	
4	Ratify Appointment of Temba Mvusi	Management	For	For	
5	Re-elect Anton D. Botha	Management	For	For	
6	Re-elect Sipho A. Nkosi	Management	For	For	
7	Re-elect Karabo T. Nondumo	Management	For	For	
8	Re-elect Johan van Zyl	Management	For	For	
9	Re-elect Kobus Möller	Management	For	For	
10	Re-elect Abigail Mukhuba	Management	For	For	
11	Election of Audit Committee Member (Andrew Birrell)	Management	For	For	
12	Election of Audit Committee Member (Nicolaas Kruger)	Management	For	For	
13	Election of Audit Committee Member (Mathukana G. Mokoka)	Management	For	For	
14	Election of Audit Committee Member (Kobus Möller)	Management	For	For	
15	Election of Audit Committee Member (Karabo T. Nondumo)	Management	For	For	
16	Election of Audit Committee Member (Ndivhuwo Manyonga)	Management	For	For	
17	Approve Remuneration Policy	Management	For	For	
18	Approve Remuneration Implementation Report	Management	For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
19	General Authority to Issue Shares	Management	For	For	
20	General Authority to Issue Shares for Cash	Management	For	For	
21	Ratify Directors' Fees	Management	For	For	
22	Authorisation of Legal Formalities	Management	For	For	
23	Approve NEDs' Fees	Management	For	For	
24	Authority to Repurchase Shares	Management	For	For	
25	Specific Authority to Repurchase Shares (Acquisition of SPV Sanlam Shares in Subscription SPV)	Management	For	For	

Walmart Inc		Meeting Date: 05.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cesar Conde	Management	For	For	
2	Elect Timothy P. Flynn	Management	For	For	
3	Elect Sarah J. Friar	Management	For	For	
4	Elect Carla A. Harris	Management	For	For	
5	Elect Thomas W. Horton	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
6	Elect Marissa A. Mayer	Management	For	For	
7	Elect C. Douglas McMillon	Management	For	For	
8	Elect Brian Niccol	Management	For	For	
9	Elect Gregory B. Penner	Management	For	For	
10	Elect Randall L. Stephenson	Management	For	For	
11	Elect Stuart L. Walton	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Gestation Crates	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks
15	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks
16	Shareholder Proposal Regarding Report on Human Rights Impact Assessment	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
17	Shareholder Proposal Regarding Living Wage Policy	Shareholder	Against	For	SHP - Vote For when shareholder proposal requests companies address material ESG risks
18	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
19	Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety and Violence	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks
20	Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Committee and Public Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company

BYD Co		Meeting Date: 06.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
4	Annual Report	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
7	Authority to Give Guarantees	Management	For	Against	Guarantees exceed net assets
8	Approval of Cap of Ordinary Connected Transactions	Management	For	For	
9	Authority to Issue H Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
10	Authority to Issue Shares of BYD Electronic w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
11	Authority to Issue Domestic and Overseas Debt Financing Instruments	Management	For	For	
12	Liability Insurance	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
13	Amendments to Articles	Management	For	For	
14	Amendments to Rules of Procedures of General Meetings	Management	For	For	

### Chroma Ate

Meeting Date: 06.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Profit Distribution Plan	Management	For	For	
3	Amendments to Procedural Rules: Endorsements and Guarantees	Management	For	For	

### Compagnie de Saint-Gobain S.A.

Meeting Date: 06.06.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Elect Jean-François Cirelli	Management	For	For	
6	Elect Sophie Brochu	Management	For	For	
7	Elect Hélène de Tissot	Management	For	For	
8	Elect Geoffroy Roux de Bézieux	Management	For	For	
9	2023 Remuneration of Pierre-André de Chalendar, Chair	Management	For	Against	Concerning pay practices
10	2023 Remuneration of Benoit Bazin, CEO	Management	For	For	
11	2023 Remuneration Report	Management	For	For	
12	2024 Remuneration Policy (Chair, until June 6, 2024)	Management	For	For	
13	2024 Remuneration Policy (CEO, until June 6, 2024)	Management	For	For	
14	2024 Remuneration Policy (Chair and CEO, from June 7, 2024)	Management	For	For	
15	2024 Remuneration Policy (Board of Directors)	Management	For	For	
16	2024 Directors' Fees	Management	For	For	
17	Appointment of Auditor (KPMG)	Management	For	For	
18	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
19	Authority to Repurchase and Reissue Shares	Management	For	For	
20	Amendments to Article Regarding the Lead Independent Director	Management	For	For	
21	Authorisation of Legal Formalities	Management	For	For	

### Diamondback Energy Inc

Meeting Date: 06.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Travis D. Stice	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
2	Elect Vincent K. Brooks	Management	For	For	
3	Elect David L. Houston	Management	For	For	
4	Elect Rebecca A. Klein	Management	For	For	
5	Elect Stephanie K. Mains	Management	For	For	
6	Elect Mark L. Plaumann	Management	For	For	
7	Elect Melanie M. Trent	Management	For	For	
8	Elect Frank D. Tsuru	Management	For	For	
9	Elect Steven E. West	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	

### Fevertree Drinks Plc

Meeting Date: 06.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Domenico J. De Lorenzo	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Tim Warrillow	Management	For	For	
6	Elect Andrew Branchflower	Management	For	For	
7	Elect Kevin Havelock	Management	For	For	
8	Elect Laura Hagen	Management	For	For	
9	Elect Jeff Popkin	Management	For	For	
10	Elect Clare Swindell	Management	For	For	
11	Elect David Lapp	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Ratification of Dividends	Management	For	For	

**Hannon Armstrong Sustainable Infrastructure capita Meeting Date: 06.06.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jeffrey W. Eckel	Management	For	For	
2	Elect Lizabeth A. Ardisana	Management	For	For	
3	Elect Clarence D. Armbrister	Management	For	For	
4	Elect Teresa M. Brenner	Management	For	For	
5	Elect Nancy C. Floyd	Management	For	For	
6	Elect Jeffrey A. Lipson	Management	For	For	
7	Elect Charles M. O'Neil	Management	For	For	
8	Elect Richard J. Osborne	Management	For	For	
9	Elect Steven G. Osgood	Management	For	For	
10	Elect Kimberly A. Reed	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Reincorporation	Management	For	For	

**ITC Ltd. Meeting Date: 06.06.2024 Meeting Type: Special**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of Demerger	Management	For	For	

**Netflix Inc. Meeting Date: 06.06.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard N. Barton	Management	For	Against	Serves on too many boards
2	Elect Mathias Döpfner	Management	For	For	
3	Elect Reed Hastings	Management	For	For	
4	Elect Jay Hoag	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Greg Peters	Management	For	For	
6	Elect Susan Rice	Management	For	For	
7	Elect Theodore A. Sarandos	Management	For	For	
8	Elect Bradford L. Smith	Management	For	For	
9	Elect Anne M. Sweeney	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Long term awards are not linked to performance.
12	Shareholder Proposal Regarding Report on Use of Artificial Intelligence	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
13	Shareholder Proposal Regarding Formation of Corporate Sustainability Committee	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
14	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
15	Shareholder Proposal Regarding Amending Code of Ethics and Reporting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests the adoption and/or disclosure of business ethics and conduct guidelines.
16	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

**PureTech Health Plc Meeting Date: 06.06.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Tender Offer	Management	For	For	

Trane Technologies plc		Meeting Date: 06.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kirk E. Arnold	Management	For	For	
2	Elect Ana P. Assis	Management	For	For	
3	Elect Ann C. Berzin	Management	For	For	
4	Elect April Miller Boise	Management	For	For	
5	Elect Gary D. Forsee	Management	For	For	
6	Elect Mark R. George	Management	For	For	
7	Elect John A. Hayes	Management	For	For	
8	Elect Linda P. Hudson	Management	For	For	
9	Elect Myles P. Lee	Management	For	For	
10	Elect David S. Regnery	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
11	Elect Melissa N. Schaeffer	Management	For	For	
12	Elect John P. Surma	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
14	Ratification of Auditor	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Set the Price Range at which the Company can Re-Allot Treasury Shares	Management	For	For	

Alphabet Inc		Meeting Date: 07.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Larry Page	Management	For	For	
2	Elect Sergey Brin	Management	For	For	
3	Elect Sundar Pichai	Management	For	For	
4	Elect John L. Hennessy	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Frances H. Arnold	Management	For	For	
6	Elect R. Martin Chavez	Management	For	For	
7	Elect L. John Doerr	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent
8	Elect Roger W. Ferguson, Jr.	Management	For	For	
9	Elect K. Ram Shriram	Management	For	For	
10	Elect Robin L. Washington	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
13	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
14	Shareholder Proposal Regarding Report on Electromagnetic Radiation and Wireless Technologies	Shareholder	Against	Against	SHP - Vote Against when the company is not in a position to address the underlying concerns raised by the proposal
15	Shareholder Proposal Regarding Disclosure of Director Donations	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
16	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Shareholder	Against	Against	SHP - Vote Against when the topic addressed by the proposal is considered to fall outside the remit of the shareholders
17	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
18	Shareholder Proposal Regarding Recapitalization	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
19	Shareholder Proposal Regarding Report on Reducing Misleading Content on Reproductive Health Care	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
20	Shareholder Proposal Regarding Amendment to Committee Charter to Require Oversight of AI	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which enhance the company's governance
21	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
22	Shareholder Proposal Regarding Human Rights Impact Assessment of AI-Driven Targeted Advertising	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
23	Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

China Resources Land Ltd.		Meeting Date: 07.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect CHEN Wei	Management	For	For	
4	Elect DOU Jian	Management	For	For	
5	Elect CHENG Hong	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect HUANG Ting	Management	For	Against	Beneficial owner on audit committee
7	Elect ZHONG Wei	Management	For	For	
8	Elect SUN Zhe	Management	For	For	
9	Elect Frank CHAN Fan	Management	For	For	
10	Elect Lincoln LEONG Kwok-Kuen	Management	For	For	
11	Elect QIN Hong	Management	For	For	
12	Directors' Fees	Management	For	For	
13	Elect WEI Chenglin	Management	For	For	
14	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
15	Authority to Repurchase Shares	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
17	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
18	Amendments to Articles	Management	For	For	

### KGHM Polska Miedz S.A.

Meeting Date: 07.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Compliance with Rules of Convocation	Management	For	For	
3	Agenda	Management	For	For	
4	Presentation of Financial Statements	Management	For	For	
5	Presentation of Financial Statements (Consolidated)	Management	For	For	
6	Presentation of Management Board Report	Management	For	For	
7	Presentation of Losses	Management	For	For	
8	Presentation of Report on Expenses	Management	For	For	
9	Presentation of Supervisory Board Report	Management	For	For	
10	Presentation of Supervisory Board Report (Allocation of Profits/Dividends)	Management	For	For	
11	Presentation of Supervisory Board Report (Company Standing)	Management	For	For	
12	Presentation of Supervisory Board Report (Company Activities)	Management	For	For	
13	Presentation of Supervisory Board Report (Remuneration)	Management	For	For	
14	Financial Statements	Management	For	For	
15	Financial Statements (Consolidated)	Management	For	For	
16	Management Board Report	Management	For	For	
17	Coverage of Losses	Management	For	For	
18	Allocation of Dividends	Management	For	For	
19	Supervisory Board Report	Management	For	For	
20	Remuneration Report	Management	For	Against	Insufficient response to shareholder dissent; Lacks long-term incentive plan
21	Ratification of Management Acts	Management	For	For	
22	Ratification of Supervisory Board Acts	Management	For	For	
23	Remuneration Policy	Management	For	Against	Lacks long-term incentive plan
24	Changes to the Supervisory Board Composition	Management	For	Against	Nominees not disclosed

### Sieyuan Electric Co Ltd

Meeting Date: 07.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 ANNUAL ACCOUNTS REPORT	Management	For	For	
4	2023 Profit Distribution Plan	Management	For	For	
5	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
6	Amendments to Articles	Management	For	For	
7	Amendments to Work System for Independent Directors	Management	For	For	

### Oxford Nanopore Technologies Plc

Meeting Date: 10.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect Sarah Fortune	Management	For	For	
4	Elect Nick Keher	Management	For	For	
5	Elect Heather Preston	Management	For	For	
6	Elect Katherine Priestman	Management	For	For	
7	Elect Guy Harmelin	Management	For	For	
8	Elect Adrian Hennah	Management	For	For	
9	Elect John O'Higgins	Management	For	For	
10	Elect Gordon Sanghera	Management	For	For	
11	Elect Duncan Tatton-Brown	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Appointment of Auditor	Management	For	Against	The company has not tendered the external audit contract for more than ten years.
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
19	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes

### Yunnan Baiyao Group Co. Ltd.

Meeting Date: 11.06.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect DAI Pujun	Management	For	Against	Supervisors are not sufficiently independent
2	Elect GUO Xin	Management	For	For	
3	Elect YOU Guanghui	Management	For	For	
4	Elect SHANGGUAN Changchuan	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.

### Advanced Medical Solutions Group

Meeting Date: 12.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Appointment of Auditor and Authority to Set Fees	Management	For	For	
4	Elect Liz Shanahan	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Grahame Cook	Management	For	For	
6	Elect Douglas Le Fort	Management	For	For	
7	Elect Chris Meredith	Management	For	For	
8	Elect Eddie Johnson	Management	For	For	
9	Final Dividend	Management	For	For	
10	Deferred Bonus Plan	Management	For	For	
11	Long-Term Incentive Plan	Management	For	For	
12	Share Incentive Plan	Management	For	For	
13	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	

### IP Group Plc

Meeting Date: 12.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Appointment of Auditor	Management	For	Against	Audit/Financials - Vote Against when the tenure of the auditor is not in line with market best practice.
4	Authority to Set Auditor's Fees	Management	For	Against	Audit/Financials - Vote Against when the tenure of the auditor is not in line with market best practice.
5	Elect David Baynes	Management	For	For	
6	Elect Caroline Brown	Management	For	For	
7	Elect Heejae R. Chae	Management	For	Against	Potential overcommitment
8	Elect Sir Douglas J. Flint	Management	For	For	
9	Elect Aedhmar Hynes	Management	For	For	
10	Elect Anita Kidgell	Management	For	For	
11	Elect Greg Smith	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
15	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
16	Authority to Repurchase Shares	Management	For	For	
17	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
18	Sharesave Plan	Management	For	For	

### NB Private Equity Partners Ltd

Meeting Date: 12.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Remuneration Report	Management	For	For	
3	Elect William Maltby	Management	For	For	
4	Elect John Falla	Management	For	For	
5	Elect Trudi Clark	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
6	Elect Wilken von Hodenburg	Management	For	For	
7	Elect Louisa Symington-Mills	Management	For	For	
8	Elect Pawan Dhir	Management	For	For	
9	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
10	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
11	Interim Dividends	Management	For	For	
12	Authority to Repurchase Shares	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Amendments to Articles	Management	For	For	

### Pakuwon Jati Tbk PT

Meeting Date: 12.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Directors' and/or Commissioners' Fees	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.

### Roper Technologies Inc

Meeting Date: 12.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Shellye L. Archambeau	Management	For	For	
2	Elect Amy W. Brinkley	Management	For	For	
3	Elect Irene M. Esteves	Management	For	For	
4	Elect L. Neil Hunn	Management	For	For	
5	Elect Robert D. Johnson	Management	For	For	
6	Elect Thomas P. Joyce, Jr.	Management	For	For	
7	Elect John F. Murphy	Management	For	For	
8	Elect Laura G. Thatcher	Management	For	For	
9	Elect Richard F. Wallman	Management	For	For	
10	Elect Christopher Wright	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	N/A	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

### Shenzhen Mindray Bio-Medical Electronics Co. Ltd.

Meeting Date: 12.06.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor	Management	For	For	

### TKO Group Holdings Inc

Meeting Date: 12.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ariel Z. Emanuel	Management	For	For	
2	Elect Mark S. Shapiro	Management	For	Withhold	An uncontested election uses the plurality voting standard without a resignation policy. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
3	Elect Peter C.B. Bynoe	Management	For	For	
4	Elect Egon P. Durban	Management	For	For	
5	Elect Dwayne Johnson	Management	For	For	
6	Elect Bradley A. Keywell	Management	For	For	
7	Elect Nick Khan	Management	For	For	
8	Elect Steven R. Koonin	Management	For	For	
9	Elect Jonathan A. Kraft	Management	For	For	
10	Elect Sonya E. Medina	Management	For	For	
11	Elect Nancy Tellem	Management	For	For	
12	Elect Carrie A. Wheeler	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance; Remuneration - Vote Against when substantial one-off payments are made without performance criteria

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Frequency of Advisory Vote on Executive Compensation	Management	3 Years	1 Year	An annual advisory vote on executive compensation is in the best interests of shareholders

**Wuxi AppTec Co. Ltd.**
**Meeting Date: 12.06.2024**
**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Authority to Give Guarantees	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Approval of the Foreign Exchange Hedging Limit	Management	For	For	
8	Amendments to the Connected Transactions Management Policy	Management	For	For	
9	Amendments to the External Guarantees and Provision of Financial Assistance Policy	Management	For	For	
10	Amendments to the Management Measures on Raised Funds	Management	For	For	
11	Amendments to the Work Policies of the Independent Directors	Management	For	For	
12	Adoption of the 2024 H Share Award and Trust Scheme	Management	For	For	
13	Board Authorization to Handle Matters Pertaining to the 2024 H Share Award and Trust Scheme	Management	For	For	
14	Change in Registered Capital and Amendments to Articles	Management	For	For	
15	Amendments to the Rules of Procedure for Shareholders' Meetings	Management	For	For	
16	Amendments to the Rules of Procedure for Board Meetings	Management	For	For	
17	Authority to Issue A and/or H Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
18	Authority to Repurchase A and/or H Shares	Management	For	For	

**Wuxi AppTec Co. Ltd.**
**Meeting Date: 12.06.2024**
**Meeting Type: Special**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase A and/or H Shares	Management	For	For	

**WuXi XDC Cayman Inc.**
**Meeting Date: 12.06.2024**
**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Jincai Li	Management	For	For	
3	Elect Jerry Jingwei Zhang	Management	For	For	
4	Elect Xiaojie Xi	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Adoption of the 2024 Share Scheme	Management	For	For	
8	Adoption of the Scheme Mandate Limit	Management	For	For	
9	Adoption of the Service Provider Sublimit	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed; Potential dilution exceeds recommended threshold
11	Authority to Repurchase Shares	Management	For	For	
12	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

**Accton Technology Corp.**
**Meeting Date: 13.06.2024**
**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	
3	Amendments to Articles of Association	Management	For	For	
4	Elect Representative of Kuan Xin Investment Corp.	Management	For	Against	The company has not provided sufficient information.
5	Elect HUANG Kuo-Hsiu	Management	For	For	
6	Elect DU Heng-Yi	Management	For	For	
7	Elect HUANG Shu-Chieh	Management	For	For	
8	Elect LEE Fa-Yauh	Management	For	For	
9	Elect Eizo Kobayahi	Management	For	For	
10	Elect Ankur Singla	Management	For	For	
11	Non-Compete Restrictions for Directors	Management	For	For	

**Coupang Inc**
**Meeting Date: 13.06.2024**
**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Bom Kim	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Neil Mehta	Management	For	For	
3	Elect Jason Child	Management	For	For	
4	Elect Pedro Franceschi	Management	For	For	
5	Elect Benjamin Sun	Management	For	For	
6	Elect Ambereen Toubassy	Management	For	For	
7	Elect Kevin M. Warsh	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity; Board - Vote Against when the company fails to provide sufficient disclosure on board diversity policies and considerations regarding nominations from underrepresented communities.
8	Ratification of Auditor	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance; Remuneration - Vote Against when substantial one-off payments are made without performance criteria.

### Hansoh Pharmaceutical Group Company Limited

Meeting Date: 13.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect LYU Aifeng	Management	For	For	
4	Elect LIN Guoqiang	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Authority to Repurchase Shares	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
9	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

### Li Ning Co., Ltd.

Meeting Date: 13.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect LI Ning	Management	For	Against	The roles of Chair and CEO are combined and there is no lead independent director. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
4	Elect KOSAKA Takeshi	Management	For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
5	Elect LI Qilin	Management	For	Against	Insider on compensation committee; Insufficient compensation committee independence requirement; Board is not sufficiently independent
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit fees are excessive.
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	

### Li Ning Co., Ltd.

Meeting Date: 13.06.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of 2024 Share Option Scheme	Management	For	Against	Long term awards are not linked to performance.
2	Approval of 2024 Share Award Scheme	Management	For	For	

### Monster Beverage Corp

Meeting Date: 13.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rodney C. Sacks	Management	For	For	
2	Elect Hilton H. Schlosberg	Management	For	For	
3	Elect Mark J. Hall	Management	For	For	
4	Elect Ana Demel	Management	For	For	
5	Elect James Leonard Dinkins	Management	For	For	
6	Elect Gary P. Fayard	Management	For	For	
7	Elect Tiffany M. Hall	Management	For	For	
8	Elect Jeanne P. Jackson	Management	For	For	
9	Elect Steven G. Pizula	Management	For	For	
10	Elect Mark S. Vidergauz	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	

PureTech Health Plc		Meeting Date: 13.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
3	Remuneration Policy	Management	For	For	
4	Amendment to Performance Share Plan	Management	For	For	
5	Elect Sharon Barber-Lui	Management	For	For	
6	Elect Bharatt Chowrira	Management	For	For	
7	Elect Raju Kucherlapati	Management	For	For	
8	Elect John L. LaMattina	Management	For	For	
9	Elect Robert Samuel Langer	Management	For	For	
10	Elect Kiran Mazumdar-Shaw	Management	For	Against	Potential overcommitment
11	Appointment of Auditor	Management	For	For	
12	Authority to Set Auditor's Fees	Management	For	For	
13	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
16	Authority to Repurchase Shares	Management	For	For	
17	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Tata Consumer Products Ltd.		Meeting Date: 13.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports (Standalone)	Management	For	For	
2	Accounts and Reports (Consolidated)	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Elect P.B. Balaji	Management	For	For	
5	Approve Payment of Fees to Cost Auditors	Management	For	For	

Worldline		Meeting Date: 13.06.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Losses	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Elect Nazan Somer Özelgin	Management	For	For	
6	Elect Daniel Schmucki	Management	For	For	
7	Ratification of the Co-option of Wilfried Verstraete	Management	For	For	
8	Elect Wilfried Verstraete	Management	For	For	
9	Elect Agnès Park	Management	For	For	
10	Elect Sylvia Steinmann	Management	For	For	
11	Elect Olivier Gavalda	Management	For	For	
12	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
13	2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
14	2023 Remuneration of Bernard Bourigeaud, Chair (Until December 14, 2023)	Management	For	For	
15	2023 Remuneration of Georges Pauget, Chair (Since December 15, 2023)	Management	For	For	
16	2023 Remuneration of Gilles Grapinet, CEO	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
17	2023 Remuneration of Marc-Henri Desportes, Deputy CEO	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
18	2024 Remuneration Policy (Chair)	Management	For	For	
19	2024 Remuneration Policy (CEO)	Management	For	For	
20	2024 Remuneration Policy (Deputy CEO)	Management	For	For	
21	2024 Remuneration Policy (Board of Directors)	Management	For	For	
22	Authority to Repurchase and Reissue Shares	Management	For	For	
23	Authority to Cancel Shares and Reduce Capital	Management	For	For	
24	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
25	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
26	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
27	Greenshoe	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
28	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
29	Authority to Increase Capital Through Capitalisations	Management	For	For	
30	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Specified Categories Related to Worldline IGSA)	Management	For	For	
31	Employee Stock Purchase Plan	Management	For	For	
32	Stock Purchase Plan for Overseas Employees	Management	For	For	
33	Authority to Issue Performance Shares	Management	For	For	
34	Amendments to Articles Regarding Staggered Board	Management	For	For	
35	Authorisation of Legal Formalities	Management	For	For	

### Fubon Financial Holding Co. Ltd.

Meeting Date: 14.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	The 2023 Business Report and Financial Statements	Management	For	For	
2	The 2023 Earnings Distribution Plan	Management	For	For	
3	Issuance of New Shares from Capitalization of the Company's Capital Reserve	Management	For	For	
4	The Company's Plan to Raise Long-Term Capital	Management	For	For	
5	Amendment to the Company's Rules Governing the Procedures for Shareholders Meetings	Management	For	Against	Changes to Company Statutes - Vote Against when the company has requested the right to hold a virtual-only meeting.
6	Elect WANG Li-Chuan	Management	For	For	
7	Release the Company's Directors for the Board of Directors of the 9th Term from Non-Competition Restrictions (Richard M. Tsai).	Management	For	For	

### KE Holdings Inc

Meeting Date: 14.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Yongdong Peng	Management	For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
3	Elect Yigang Shan	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Jun Wu	Management	For	Against	Multi-class share structure with unequal voting rights; No independent lead or presiding director
5	Directors' Fees	Management	For	For	
6	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
7	Authority to Repurchase Shares	Management	For	For	
8	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
9	Appointment of Auditor	Management	For	For	

### Keyence Corporation

Meeting Date: 14.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Takemitsu Takizaki	Management	For	For	
3	Elect Yu Nakata	Management	For	For	
4	Elect Akiji Yamaguchi	Management	For	For	
5	Elect Hiroaki Yamamoto	Management	For	For	
6	Elect Tetsuya Nakano	Management	For	For	
7	Elect Akinori Yamamoto	Management	For	For	
8	Elect Seiichi Taniguchi	Management	For	For	
9	Elect Kumiko Suenaga @ Kumiko Ukagami	Management	For	For	
10	Elect Michifumi Yoshioka	Management	For	For	
11	Elect Hiroji Indo	Management	For	For	
12	Elect Masaji Daiho	Management	For	For	
13	Elect Masaharu Yamamoto as Alternate Statutory Auditor	Management	For	For	

### Meituan

Meeting Date: 14.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect WANG Xing	Management	For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
3	Elect MU Rongjun	Management	For	For	
4	Directors' Fees	Management	For	For	
5	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
6	Authority to Repurchase Shares	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Amendments to Articles	Management	For	For	

<b>Tesco plc</b>		<b>Meeting Date: 14.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Dame Carolyn Fairbairn	Management	For	For	
5	Elect Gerry M. Murphy	Management	For	For	
6	Elect Melissa Bethell	Management	For	For	
7	Elect Bertrand Bodson	Management	For	For	
8	Elect Thierry Garnier	Management	For	For	
9	Elect Stewart Gilliland	Management	For	For	
10	Elect Ken Murphy	Management	For	For	
11	Elect Imran Nawaz	Management	For	For	
12	Elect Alison Platt	Management	For	For	
13	Elect Caroline L. Silver	Management	For	For	
14	Elect Karen Whitworth	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Aegis Logistics Ltd.</b>		<b>Meeting Date: 15.06.2024</b>		<b>Meeting Type: Special</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kanwaljit S. Nagpal	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities

<b>HBM Healthcare Investments AG</b>		<b>Meeting Date: 17.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Ratification of Board and Management Acts	Management	For	For	
3	Allocation of Profits	Management	For	For	
4	Elect Hans Peter Hasler as Board Chair	Management	For	Against	The nominee serves on the Audit Committee that lacks sufficient independence.
5	Elect Rudolf Lanz	Management	For	Against	The nominee serves on the Audit Committee that lacks sufficient independence.
6	Elect Mario G. Giuliani	Management	For	For	
7	Elect Stella Xu	Management	For	For	
8	Elect Elaine V. Jones	Management	For	For	
9	Elect Mario G. Giuliani as Compensation Committee Member	Management	For	For	
10	Elect Stella Xu as Compensation Committee Member	Management	For	For	
11	Elect Elaine V. Jones as Compensation Committee Member	Management	For	For	
12	Board Compensation	Management	For	For	
13	Executive Compensation (Fixed)	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Appointment of Independent Proxy	Management	For	For	
16	Reduction in Par Value of Shares; Capital Distribution	Management	For	For	
17	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise

<b>Guangdong Investment Ltd.</b>		<b>Meeting Date: 18.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect BAI Tao	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses. Board - Vote Against when the board is not sufficiently independent according to local standards. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
4	Elect FENG Qingchun	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
5	Elect WEN Yinheng	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect John CHAN Cho Chak	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the audit committee is not sufficiently independent.
7	Elect Brian David LI Man Bun	Management	For	Against	Serves on too many boards
8	Directors' Fees	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed
11	Authority to Repurchase Shares	Management	For	For	

### Longfor Group Holdings Limited

Meeting Date: 18.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect CHEN Xuping	Management	For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
4	Elect Derek CHAN Chi On	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent.
5	Elect XIANG Bing	Management	For	Against	Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the chair of the nominating committee is not independent.
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit fees are excessive.
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
9	Authority to Repurchase Shares	Management	For	For	
10	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

### Mastercard Incorporated

Meeting Date: 18.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Merit E. Janow	Management	For	For	
2	Elect Candido Botelho Bracher	Management	For	For	
3	Elect Richard K. Davis	Management	For	For	
4	Elect Julius Genachowski	Management	For	For	
5	Elect Goh Choon Phong	Management	For	For	
6	Elect Oki Matsumoto	Management	For	For	
7	Elect Michael Miebach	Management	For	For	
8	Elect Youngme E. Moon	Management	For	For	
9	Elect Rima Qureshi	Management	For	For	
10	Elect Gabrielle Sulzberger	Management	For	For	
11	Elect Harit Talwar	Management	For	For	
12	Elect Lance Uggla	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
16	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
17	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Shareholder	Against	Against	SHP - Vote Against when the changes requested by the proposal are not in the best interests of shareholders.
18	Shareholder Proposal Regarding Charitable Contributions and Human Rights Congruency Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
19	Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

### Nien Made Enterprise Co Ltd.

Meeting Date: 18.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Business Report and Financial Statements	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	

### Tokyo Electron Ltd

Meeting Date: 18.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Toshiki Kawai	Management	For	For	
2	Elect Sadao Sasaki	Management	For	For	
3	Elect Yoshikazu Nunokawa	Management	For	For	
4	Elect Michio Sasaki	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Sachiko Ichikawa	Management	For	For	
6	Elect Joseph A. Kraft Jr.	Management	For	For	
7	Elect Yukari Suzuki	Management	For	For	
8	Elect Ryota Miura	Management	For	For	
9	Elect Yutaka Endo	Management	For	For	
10	Bonus	Management	For	For	
11	Equity Compensation Plan	Management	For	For	

### Toyota Motor Corporation

Meeting Date: 18.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Akio Toyoda	Management	For	For	
2	Elect Shigeru Hayakawa	Management	For	For	
3	Elect Koji Sato	Management	For	For	
4	Elect Hiroki Nakajima	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
5	Elect Yoichi Miyazaki	Management	For	For	
6	Elect Simon Humphries	Management	For	For	
7	Elect Ikuro Sugawara	Management	For	For	
8	Elect Philip Craven	Management	For	For	
9	Elect Masahiko Oshima	Management	For	For	
10	Elect Emi Osono	Management	For	For	
11	Elect Hiromi Osada as Statutory Auditor	Management	For	For	
12	Elect Kumi Fujisawa @ Kumi Tsunoda as Alternate Statutory Auditor	Management	For	For	
13	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

### Whitbread plc

Meeting Date: 18.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Shelley Roberts	Management	For	For	
5	Elect Kal Atwal	Management	For	For	
6	Elect Horst Baier	Management	For	For	
7	Elect Adam Crozier	Management	For	For	
8	Elect Frank Fiskers	Management	For	For	
9	Elect Richard Gillingwater	Management	For	For	
10	Elect Karen Jones	Management	For	For	
11	Elect Chris Kennedy	Management	For	For	
12	Elect Hemant Patel	Management	For	For	
13	Elect Dominic Paul	Management	For	For	
14	Elect Cilla Snowball	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### KDDI Corp.

Meeting Date: 19.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Takashi Tanaka	Management	For	For	
3	Elect Makoto Takahashi	Management	For	For	
4	Elect Yasuaki Kuwahara	Management	For	For	
5	Elect Hiromichi Matsuda	Management	For	For	
6	Elect Nanae Saishoji	Management	For	For	
7	Elect Hiroshi Takezawa	Management	For	For	
8	Elect Goro Yamaguchi	Management	For	For	
9	Elect Keiji Yamamoto	Management	For	For	
10	Elect Tsutomu Tannowa	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Junko Okawa	Management	For	For	
12	Elect Kyoko Okumiya	Management	For	For	
13	Elect Makoto Ando	Management	For	For	
14	Elect Kazuyasu Yamashita	Management	For	For	
15	Elect Naoki Fukushima	Management	For	For	
16	Elect Kazutoshi Kogure	Management	For	For	
17	Elect Koji Arima	Management	For	For	

<b>Komatsu Ltd</b>	<b>Meeting Date: 19.06.2024</b>	<b>Meeting Type: Annual</b>
--------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Tetsuji Ohashi	Management	For	For	
3	Elect Hiroyuki Ogawa	Management	For	For	
4	Elect Takeshi Horikoshi	Management	For	For	
5	Elect Mitsuko Yokomoto	Management	For	For	
6	Elect Takeshi Kunibe	Management	For	For	
7	Elect Arthur M. Mitchell	Management	For	For	
8	Elect Naoko Saiki	Management	For	For	
9	Elect Michitaka Sawada	Management	For	For	
10	Elect Takuya Imayoshi	Management	For	For	
11	Elect Mitsuo Nakao as Statutory Auditor	Management	For	For	
12	Directors' & Statutory Auditors' Fees	Management	For	For	
13	Performance-linked Trust Type Equity Plans	Management	For	For	

<b>Subaru Corporation</b>	<b>Meeting Date: 19.06.2024</b>	<b>Meeting Type: Annual</b>
---------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Atsushi Osaki	Management	For	For	
3	Elect Fumiaki Hayata	Management	For	For	
4	Elect Tomomi Nakamura	Management	For	For	
5	Elect Katsuyuki Mizuma	Management	For	For	
6	Elect Tetsuo Fujinuki	Management	For	For	
7	Elect Miwako Doi	Management	For	For	
8	Elect Fuminao Hachiuma	Management	For	For	
9	Elect Shigeru Yamashita	Management	For	For	
10	Elect Hiromi Tsutsumi as Statutory Auditor	Management	For	Against	Statutory auditor board is not sufficiently independent
11	Elect Hirohisa Ryu as Alternate Statutory Auditor	Management	For	For	
12	Amendment to the Restricted Stock Plan	Management	For	For	
13	Statutory Auditors' Fees	Management	For	For	

<b>Taiwan Union Technology Corp.</b>	<b>Meeting Date: 19.06.2024</b>	<b>Meeting Type: Annual</b>
--------------------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Business Report and Financial Statements	Management	For	For	
2	The Proposal for Distribution of 2023 Earnings	Management	For	For	
3	Elect HSIN Chung-Herng	Management	For	For	
4	Elect HSIN Yao-Chi	Management	For	For	
5	Elect HSIN Yao-Hung	Management	For	For	
6	Elect SHIH Chin-Tay	Management	For	For	
7	Elect Gene SU	Management	For	For	
8	Elect CHEN Cheng-Yi	Management	For	For	
9	Elect YEH Shu-Wen	Management	For	For	
10	The Proposal for Cancellation of The Non Competition Restriction on New Directors	Management	For	For	

<b>Team17 Group Plc</b>	<b>Meeting Date: 19.06.2024</b>	<b>Meeting Type: Annual</b>
-------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Appointment of Auditor	Management	For	For	
4	Authority to Set Auditor's Fees	Management	For	For	
5	Elect Stephen Alan Bell	Management	For	For	
6	Elect Frank Sagnier	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Peter Whiting	Management	For	For	
8	Elect Mark Crawford	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Debbie Bestwick	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent; Board - Vote Against when the remuneration committee is not sufficiently independent.
10	Elect Penelope R. Judd	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	

### Universal Vision Biotechnology Co

Meeting Date: 19.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Business Report and Financial Statements	Management	For	For	
2	2023 Profits Distribution Plan	Management	For	For	
3	Elect XIAO Min-Zhi	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the audit committee is not independent.
4	Elect Vincent LIU	Management	For	For	
5	Elect YANG Yun-Hua	Management	For	For	
6	Elect CHEN Wei-Ru	Management	For	For	
7	Elect OU Shu-Fang	Management	For	For	
8	Elect LIN Pi-Jung	Management	For	For	
9	Elect CHOU Tsan-Der	Management	For	For	
10	Elect WENG Su-Hei	Management	For	For	
11	Elect CHANG Hong-Jen	Management	For	Against	Serves on too many boards
12	Non-Compete Restrictions for Directors	Management	For	For	

### Videndum Plc

Meeting Date: 19.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect Stephen C. Harris	Management	For	For	
4	Elect Stephen Bird	Management	For	For	
5	Elect Andrea Rigamonti	Management	For	For	
6	Elect Caroline Thomson	Management	For	For	
7	Elect Richard Tyson	Management	For	For	
8	Elect Anna Vikström Persson	Management	For	For	
9	Elect Graham Oldroyd	Management	For	For	
10	Appointment of Auditor	Management	For	For	
11	Authority to Set Auditor's Fees	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	
15	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Wuxi Biologics (Cayman) Inc.

Meeting Date: 19.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect WEICHANG Zhou	Management	For	For	
3	Elect Yibing WU	Management	For	For	
4	Elect William Robert Keller	Management	For	For	
5	Elect JUE Chen	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit fees are excessive.
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Amendments to Articles	Management	For	For	

### Astellas Pharma Inc.

Meeting Date: 20.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kenji Yasukawa	Management	For	For	
2	Elect Naoki Okamura	Management	For	For	
3	Elect Katsuyoshi Sugita	Management	For	For	
4	Elect Takashi Tanaka	Management	For	For	
5	Elect Eriko Sakurai	Management	For	For	
6	Elect Masahiro Miyazaki	Management	For	For	
7	Elect Yoichi Ono	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Rika Hirota	Management	For	For	
9	Elect Mika Nakayama	Management	For	For	
10	Elect Tomoko Aramaki	Management	For	For	

### Blackrock Smaller Companies Trust Plc

Meeting Date: 20.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Ronald Gould	Management	For	For	
5	Elect Susan Platts-Martin	Management	For	For	
6	Elect Mark Little	Management	For	For	
7	Elect James K. Barnes	Management	For	For	
8	Elect Helen K. Sinclair	Management	For	For	
9	Elect Dunke Afe	Management	For	For	
10	Appointment of Auditor	Management	For	For	
11	Authority to Set Auditor's Fees	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	

### Bureau Veritas

Meeting Date: 20.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Ratification of Co-Option of Geoffroy Roux de Bézieux	Management	For	For	
6	Elect Bpifrance Investissement (Karine Lenglard)	Management	For	Against	Nominee not named
7	Elect Christine Anglade	Management	For	For	
8	Elect Claude Pierre Ehlinger	Management	For	For	
9	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For	For	
10	2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
11	2023 Remuneration of Aldo Cardoso, Chair (until June 22, 2023)	Management	For	For	
12	2023 Remuneration of Laurent Mignon, Chair (from June 22, 2023)	Management	For	For	
13	2023 Remuneration of Hinda Gharbi, CEO (from June 22, 2023)	Management	For	For	
14	2024 Directors' Fees	Management	For	For	
15	2024 Remuneration Policy (Board of Directors)	Management	For	For	
16	2024 Remuneration Policy (Chair)	Management	For	For	
17	2024 Remuneration Policy (CEO)	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
18	Authority to Repurchase and Reissue Shares	Management	For	For	
19	Authorisation of Legal Formalities	Management	For	For	

### EBay Inc.

Meeting Date: 20.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Adriane M. Brown	Management	For	For	
2	Elect Aparna Chennapragda	Management	For	For	
3	Elect Logan D. Green	Management	For	For	
4	Elect E. Carol Hayles	Management	For	For	
5	Elect Jamie Iannone	Management	For	For	
6	Elect Shripriya Mahesh	Management	For	For	
7	Elect Paul S. Pressler	Management	For	For	
8	Elect Zane Rowe	Management	For	For	
9	Elect Mohak Shroff	Management	For	For	
10	Elect Perry M. Traquina	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when substantial sign-on packages are awarded and there is insufficient disclosure to determine the value of make-whole awards

<b>Gresham House Energy Storage Fund Plc</b>		<b>Meeting Date: 20.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Dividend Policy	Management	For	For	
4	Elect John S. Leggate	Management	For	For	
5	Elect Isabel Liu	Management	For	For	
6	Elect Duncan Neale	Management	For	For	
7	Elect Catherine Pitt	Management	For	For	
8	Elect David Stevenson	Management	For	For	
9	Appointment of Auditor	Management	For	For	
10	Authority to Set Auditor's Fees	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	
14	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
15	Reduction in Share Premium Account	Management	For	For	
16	Capitalisation of Merger Reserve	Management	For	For	
17	Cancellation of B Ordinary Shares	Management	For	For	

<b>Home First Finance Co. India Ltd.</b>		<b>Meeting Date: 20.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Narendra Ostawal	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit fees are excessive.
5	Elect Deepak M. Satwal	Management	For	For	
6	Amendment to Borrowing Powers	Management	For	For	
7	Amendment to Mortgage Assets	Management	For	For	
8	Approval of the Home First Finance Company India Limited - Employee Stock Option Scheme 2024 (HomeFirst ESOP Scheme 2024)	Management	For	Against	Long term awards are not linked to performance.

<b>Ivanhoe Mines Ltd.</b>		<b>Meeting Date: 20.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Board Size	Management	For	For	
2	Elect Robert M. Friedland	Management	For	For	
3	Elect HAO Weibao	Management	For	For	
4	Elect Tadeu Carneiro	Management	For	For	
5	Elect Jinghe Chen	Management	For	For	
6	Elect William B. Hayden	Management	For	For	
7	Elect Martie Janse van Rensburg	Management	For	For	
8	Elect Manfu Ma	Management	For	For	
9	Elect Peter G. Meredith	Management	For	For	
10	Elect Phumzile Mlambo-Ngcuka	Management	For	For	
11	Elect Kgalema P. Motlanthe	Management	For	For	
12	Elect Delphine Traoré	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
13	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit fees are excessive.

<b>Kingfisher Plc</b>		<b>Meeting Date: 20.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Claudia Arney	Management	For	For	
5	Elect Bernard L. Bot	Management	For	For	
6	Elect Catherine Bradley	Management	For	For	
7	Elect Jeff Carr	Management	For	For	
8	Elect Thierry Garnier	Management	For	For	
9	Elect Sophie Gasperment	Management	For	For	
10	Elect Rakhi (Parekh) Goss-Custard	Management	For	For	
11	Elect Bill Lennie	Management	For	For	
12	Appointment of Auditor	Management	For	Against	The tenure of the auditor is excessive.
13	Authority to Set Auditor's Fees	Management	For	Against	The tenure of the auditor is excessive.
14	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

<b>Recruit Holdings Co. Ltd.</b>	<b>Meeting Date: 20.06.2024</b>	<b>Meeting Type: Annual</b>
----------------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Masumi Minegishi	Management	For	For	
2	Elect Hisayuki Idekoba	Management	For	For	
3	Elect Ayano Senaha	Management	For	For	
4	Elect Rony Kahan	Management	For	For	
5	Elect Naoki Izumiya	Management	For	For	
6	Elect Hiroki Totoki	Management	For	For	
7	Elect Keiko Honda	Management	For	For	
8	Elect Katrina Lake	Management	For	For	
9	Elect Yukiko Nagashima @ Yukiko Watanabe	Management	For	Against	Statutory auditor board is not sufficiently independent
10	Elect Yoichiro Ogawa	Management	For	For	
11	Elect Katsuya Natori	Management	For	For	
12	Elect Miho Tanaka @ Miho Takahashi as Alternate Statutory Auditor	Management	For	For	
13	Statutory Auditors' Fees	Management	For	For	

<b>Reliance Industries Ltd.</b>	<b>Meeting Date: 20.06.2024</b>	<b>Meeting Type: Special</b>
---------------------------------	---------------------------------	------------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Haigreve Khaitan	Management	For	For	
2	Elect Yasir Al-Rumayyan	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
3	Re-appointment of P.M.S. Prasad (Whole-time Director Designated as Executive Director); Approval or Remuneration	Management	For	For	
4	Approve Material Related Party Transactions Of The Company	Management	For	For	
5	Approve Material Related Party Transactions Of Subsidiaries Of The Company	Management	For	For	

<b>Shionogi &amp; Co. Ltd.</b>	<b>Meeting Date: 20.06.2024</b>	<b>Meeting Type: Annual</b>
--------------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Isao Teshirogi	Management	For	For	
3	Elect Takuko Sawada	Management	For	For	
4	Elect Keiichi Ando	Management	For	For	
5	Elect Hiroshi Ozaki	Management	For	For	
6	Elect Fumi Takatsuki	Management	For	For	
7	Elect Takaoki Fujiwara	Management	For	For	
8	Elect Shuichi Okuhara	Management	For	For	
9	Elect Noriyuki Kishida	Management	For	For	

<b>Zhejiang Sanhua Intelligent Controls Co. Ltd.</b>	<b>Meeting Date: 20.06.2024</b>	<b>Meeting Type: Special</b>
--	---------------------------------	------------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase and Cancel Shares	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Extension of the Valid Period of the Resolution on the GDR Issuance and Listing on the SIX Swiss Exchange	Management	For	For	
4	Extension of the Valid Period of the Full Authorization to the Board and Its Authorized Persons to Handle Matters Regarding the GDR Issuance and Listing on the SIX Swiss Exchange	Management	For	For	

<b>Aon plc</b>	<b>Meeting Date: 21.06.2024</b>	<b>Meeting Type: Annual</b>
----------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lester B. Knight	Management	For	For	
2	Elect Gregory C. Case	Management	For	For	
3	Elect Jose Antonio Álvarez	Management	For	For	
4	Elect CAI Jinyong	Management	For	For	
5	Elect Jeffrey C. Campbell	Management	For	For	
6	Elect Fulvio Conti	Management	For	For	
7	Elect Cheryl A. Francis	Management	For	For	
8	Elect Adriana Karaboutis	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Richard C. Notebaert	Management	For	For	
10	Elect Gloria Santana	Management	For	For	
11	Elect Sarah E. Smith	Management	For	For	
12	Elect Byron O. Spruell	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency & Accountability factors.
14	Ratification of Auditor	Management	For	For	
15	Appointment of Statutory Auditor	Management	For	For	
16	Authority to Set Statutory Auditor's Fees	Management	For	For	
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

### Blackstone Mortgage Trust Inc

Meeting Date: 21.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Timothy Johnson	Management	For	For	
2	Elect Katherine A. Keenan	Management	For	For	
3	Elect Leonard W. Cotton	Management	For	For	
4	Elect Thomas E. Dobrowski	Management	For	For	
5	Elect Nnenna Lynch	Management	For	For	
6	Elect Michael Nash	Management	For	For	
7	Elect Henry N. Nassau	Management	For	Withhold	An uncontested election uses the plurality voting standard without a resignation policy.
8	Elect Gilda Perez-Alvarado	Management	For	For	
9	Elect Lynne B. Sagalyn	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	

### Blue Owl Capital Corp

Meeting Date: 21.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Christopher M. Temple	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Melissa V. Weiler	Management	For	For	
3	Ratification of Auditor	Management	For	For	

### China Overseas Land & Investment Ltd.

Meeting Date: 21.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect YAN Jianguo	Management	For	For	
4	Elect ZHAO Wenhai	Management	For	For	
5	Elect Ceajer CHAN Ka Keung	Management	For	For	
6	Elect Eliza CHAN Ching Har	Management	For	For	
7	Directors' Fees	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed

### Daifuku Co. Ltd

Meeting Date: 21.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
2	Elect Hiroshi Geshiro	Management	For	For	
3	Elect Seiji Sato	Management	For	For	
4	Elect Hiroshi Nobuta	Management	For	For	
5	Elect Hideaki Takubo	Management	For	For	
6	Elect Tomoaki Terai	Management	For	For	
7	Elect Yoshiaki Ozawa	Management	For	For	
8	Elect Mineo Sakai	Management	For	For	
9	Elect Kaku Kato	Management	For	For	
10	Elect Keiko Kaneko	Management	For	For	
11	Elect Gideon Franklin	Management	For	For	
12	Elect Eiko Hakoda as Statutory Auditor	Management	For	For	

### Disco Corporation

Meeting Date: 21.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Kazuma Sekiya	Management	For	Against	Nominee is the CEO and serves on the Compensation Committee.
3	Elect Noboru Yoshinaga	Management	For	For	
4	Elect Takao Tamura	Management	For	For	
5	Elect Ichiro Inasaki	Management	For	For	
6	Elect Shinichi Tamura	Management	For	For	
7	Elect Yusei Yamaguchi	Management	For	For	
8	Elect Kazuyoshi Tokimaru	Management	For	For	
9	Elect Noriko Oki	Management	For	For	
10	Elect Akiko Matsuo	Management	For	For	
11	Elect Etsuko Kobayashi @ Etsuko Masamune	Management	For	For	
12	Elect Miki Mogi	Management	For	For	

### Hindustan Unilever Ltd.

Meeting Date: 21.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Nitin Paranjpe	Management	For	For	
4	Elect Devopam Narendra Bajpai	Management	For	For	
5	Elect Ritesh Tiwari	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Related Party Transactions	Management	For	For	
8	Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time Director); Approval of Remuneration	Management	For	For	
9	Revision of Non-executive Directors' Commission	Management	For	For	
10	Approve Payment of Fees to Cost Auditors for FY2024	Management	For	For	
11	Approve Payment of Fees to Cost Auditors for FY2025	Management	For	For	

### Hitachi Ltd.

Meeting Date: 21.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Katsumi Ihara	Management	For	For	
2	Elect Ravi Venkatesan	Management	For	For	
3	Elect Ikuro Sugawara	Management	For	For	
4	Elect Isabelle Deschamps	Management	For	For	
5	Elect Joe E. Harlan	Management	For	For	
6	Elect Louise Pentland	Management	For	For	
7	Elect Takatoshi Yamamoto	Management	For	For	
8	Elect Hiroaki Yoshihara	Management	For	For	
9	Elect Helmuth Ludwig	Management	For	For	
10	Elect Keiji Kojima	Management	For	Against	Nominee is the CEO and serves on the Compensation Committee.
11	Elect Mitsuaki Nishiyama	Management	For	For	
12	Elect Toshiaki Higashihara	Management	For	For	

### Itochu Corporation

Meeting Date: 21.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Masahiro Okafuji	Management	For	For	
3	Elect Keita Ishii	Management	For	For	
4	Elect Fumihiko Kobayashi	Management	For	For	
5	Elect Tsuyoshi Hachimura	Management	For	For	
6	Elect Hiroyuki Tsubai	Management	For	For	
7	Elect Kenji Seto	Management	For	For	
8	Elect Hiroyuki Naka	Management	For	For	
9	Elect Masatoshi Kawana	Management	For	For	
10	Elect Makiko Nakamori	Management	For	For	
11	Elect Kunio Ishizuka	Management	For	For	
12	Elect Akiko Ito @ Akiko Noda	Management	For	For	
13	Elect Makoto Kyoda as Statutory Auditor	Management	For	For	
14	Performance-Linked Equity Compensation Plan	Management	For	For	

### MatsukiyoCocokara & Co.

Meeting Date: 21.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Namio Matsumoto	Management	For	For	
3	Elect Kiyoo Matsumoto	Management	For	For	
4	Elect Atsushi Tsukamoto	Management	For	For	
5	Elect Takashi Matsumoto	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Shingo Obe	Management	For	For	
7	Elect Akio Ishibashi	Management	For	For	
8	Elect Tsuyoshi Yamamoto	Management	For	For	
9	Elect Takashi Matsuda	Management	For	For	
10	Elect Isao Matsushita	Management	For	For	
11	Elect Hiroo Omura	Management	For	For	
12	Elect Keiji Kimura	Management	For	For	
13	Elect Makoto Tanima	Management	For	For	
14	Elect Junko Kawai	Management	For	For	
15	Elect Tomoko Okiyama	Management	For	For	
16	Elect Noriko Koike @ Noriko Sakurada	Management	For	For	
17	Elect Shoichi Watanabe	Management	For	For	
18	Amendments to Restricted Stock Plan	Management	For	Against	Long term awards are not linked to performance; Plan does not disclose performance targets.

### Mitsubishi Corporation

Meeting Date: 21.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Elect Takehiko Kakiuchi	Management	For	For	
4	Elect Katsuya Nakanishi	Management	For	For	
5	Elect Kotaro Tsukamoto	Management	For	For	
6	Elect Yutaka Kashiwagi	Management	For	For	
7	Elect Yuzo Nouchi	Management	For	For	
8	Elect Yoshiyuki Nojima	Management	For	For	
9	Elect Shunichi Miyanaga	Management	For	For	
10	Elect Sakie Akiyama	Management	For	For	
11	Elect Mari Sagiya @ Mari Itaya	Management	For	For	
12	Elect Mari Kogiso	Management	For	For	
13	Elect Mitsumasa Icho	Management	For	For	
14	Elect Akira Murakoshi	Management	For	For	
15	Elect Tsuneyoshi Tatsuoka	Management	For	For	
16	Elect Rieko Sato @ Rieko Kamata	Management	For	For	
17	Elect Takeshi Nakao	Management	For	For	
18	Elect Sakie Akiyama as Alternate Audit Committee Director	Management	For	For	
19	Non-Audit Committee Directors' Fees	Management	For	For	
20	Audit Committee Directors' Fees	Management	For	For	
21	Equity Compensation Plan	Management	For	For	

### Nomura Research Institute Ltd.

Meeting Date: 21.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Shingo Konomoto	Management	For	For	
2	Elect Yo Akatsuka	Management	For	For	
3	Elect Kaga Yanagisawa	Management	For	For	
4	Elect Ken Ebato	Management	For	For	
5	Elect Hidenori Anzai	Management	For	For	
6	Elect Fumihiko Sagano	Management	For	For	
7	Elect Shinoi Sakata	Management	For	For	
8	Elect Tetsuji Ohashi	Management	For	For	
9	Elect Hideki Kobori	Management	For	For	
10	Elect Takeshi Hihara as Statutory Auditor	Management	For	For	

### SoftBank Group Corp.

Meeting Date: 21.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Masayoshi Son	Management	For	For	
3	Elect Yoshimitsu Goto	Management	For	For	
4	Elect Ken Miyauchi	Management	For	For	
5	Elect Rene Haas	Management	For	For	
6	Elect Masami Iijima	Management	For	For	
7	Elect Yutaka Matsuo	Management	For	For	
8	Elect Keiko Erikawa	Management	For	For	
9	Elect Ken Siegel	Management	For	Against	Professional Services Relationship
10	Elect David Chao	Management	For	For	

<b>TDK Corporation</b>		<b>Meeting Date: 21.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Noboru Saito	Management	For	For	
3	Elect Tetsuji Yamanishi	Management	For	For	
4	Elect Shigeki Sato	Management	For	For	
5	Elect Kozue Nakayama	Management	For	For	
6	Elect Mutsuo Iwai	Management	For	For	
7	Elect Shoei Yamana	Management	For	For	
8	Elect Toru Katsumoto	Management	For	For	
9	Amendments to Equity Compensation Plans	Management	For	For	

  

<b>Jio Financial Services Ltd.</b>		<b>Meeting Date: 22.06.2024</b>		<b>Meeting Type: Special</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Business Objects	Management	For	For	
2	Related Party Transactions	Management	For	For	
3	Amendment to Foreign Investor Restrictions	Management	For	For	
4	Elect Rama Vedashree	Management	For	For	

  

<b>Co For Cooperative Insurance</b>		<b>Meeting Date: 23.06.2024</b>		<b>Meeting Type: Special</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Auditors' Report	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Directors' Fees	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Appointment of Auditors and Authority to Set Fees	Management	For	For	
6	Authority to Repurchase Shares Pursuant to Employee Shares Program	Management	For	For	
7	Related Party Transactions (Saudi Entertainment Ventures Co.)	Management	For	For	
8	Related Party Transactions (Tahakom Investment)	Management	For	For	
9	Related Party Transactions (Tahakom Group)	Management	For	For	
10	Related Party Transactions (Alpha Star Aviation Service)	Management	For	For	
11	Related Party Transactions (Infiniti Co.)	Management	For	For	
12	Related Party Transactions (National Water Co.)	Management	For	For	
13	Related Party Transactions (Armour Security Industrial Manufactory)	Management	For	For	
14	Related Party Transactions (SVTS)	Management	For	For	
15	Related Party Transactions (Kafaat Business Solutions)	Management	For	For	
16	Related Party Transactions (Sky Prime Private Aviation)	Management	For	For	
17	Related Party Transactions (Saudi Railways Co.)	Management	For	For	
18	Related Party Transactions (Mobily)	Management	For	For	
19	Related Party Transactions (Saudi Investment Bank)	Management	For	For	
20	Related Party Transactions (United Insurance Co.)	Management	For	For	
21	Related Party Transactions (Saudi National Bank)	Management	For	For	
22	Related Party Transactions (Saudi Exchange Co. "Tadawul" 1)	Management	For	For	
23	Related Party Transactions (Saudi Exchange Co. "Tadawul" 2)	Management	For	For	
24	Related Party Transactions (Abdullah Nasser Al Odan Co.)	Management	For	For	
25	Related Party Transactions (Elm Co.)	Management	For	For	
26	Related Party Transactions (Hawas Co.)	Management	For	For	
27	Related Party Transactions (Bayan Credit Bureau Co.)	Management	For	For	
28	Related Party Transactions (Obeikan Co.)	Management	For	For	
29	Related Party Transactions (General Organization for Social Insurance)	Management	For	For	
30	Related Party Transactions (Hassana Investment Co.)	Management	For	For	
31	Related Party Transactions (Waseel Co. 1)	Management	For	For	
32	Related Party Transactions (Waseel Co. 2)	Management	For	For	
33	Related Party Transactions (Bonyan Co.)	Management	For	For	
34	Related Party Transactions (Najm)	Management	For	For	
35	Related Party Transactions (STC Group)	Management	For	For	
36	Related Party Transactions (Banque Saudi Fransi)	Management	For	For	
37	Related Party Transactions (Al Majd Al Arabiah Trading Co. Ltd.)	Management	For	For	
38	Related Party Transactions (Al Malath Al Arabia Ltd.)	Management	For	For	
39	Related Party Transactions (Raidah Investment Co.)	Management	For	For	
40	Related Party Transactions (Health Holding Co.)	Management	For	For	
41	Related Party Transactions (Saudi Automobile and Motorcycle Federation)	Management	For	For	
42	Related Party Transactions (Tree)	Management	For	For	
43	Related Party Transactions (Vision Bank)	Management	For	For	
44	Related Party Transactions (Meena)	Management	For	For	
45	Board Transactions	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
46	Amendments to Articles	Management	For	For	
47	Amendments to Corporate Governance Manual	Management	For	For	
<b>ADNOC Drilling Company PJSC</b>		<b>Meeting Date: 24.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Meeting Procedures	Management	For	For	
2	Amendments to Dividend Policy	Management	For	For	
<b>Bandai Namco Holdings Inc</b>		<b>Meeting Date: 24.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Masaru Kawaguchi	Management	For	For	
3	Elect Yuji Asako	Management	For	For	
4	Elect Nobuhiko Momoi	Management	For	For	
5	Elect Nao Udagawa @ Nao Ochiai	Management	For	For	
6	Elect Kazuhiro Takenaka	Management	For	For	
7	Elect Makoto Asanuma	Management	For	For	
8	Elect Hiroshi Kawasaki	Management	For	For	
9	Elect Shuji Otsu	Management	For	For	
10	Elect Toshio Shimada	Management	For	For	
11	Elect Koichi Kawana	Management	For	For	
12	Elect Takashi Kaneko	Management	For	For	
13	Elect Toru Shinoda	Management	For	For	
14	Elect Satoko Kuwabara @ Satoko Ota	Management	For	For	
15	Elect Takayuki Komiya	Management	For	For	
<b>Dai-ichi Life Holdings Inc</b>		<b>Meeting Date: 24.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Seiji Inagaki	Management	For	For	
3	Elect Tetsuya Kikuta	Management	For	For	
4	Elect Hitoshi Yamaguchi	Management	For	For	
5	Elect Hidehiko Sogano	Management	For	For	
6	Elect Toshiaki Sumino	Management	For	For	
7	Elect Takako Kitahori @ Takako Koga	Management	For	For	
8	Elect Yuriko Inoue	Management	For	For	
9	Elect Yasushi Shingai	Management	For	For	
10	Elect Bruce Miller	Management	For	For	
11	Elect Ichiro Ishii	Management	For	For	
12	Elect Takahiro Shibagaki	Management	For	For	
13	Elect Kenji Yamakoshi	Management	For	For	
14	Elect Rieko Sato @ Rieko Kamata	Management	For	For	
15	Elect Koichi Masuda	Management	For	For	
16	Elect Satoshi Nagase	Management	For	For	
17	Elect Katsura Sakurada as Alternate Audit Committee Director	Management	For	For	
<b>Oxford Biomedica</b>		<b>Meeting Date: 24.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Elect Peter Soelkner	Management	For	For	
5	Elect Roch Doliveux	Management	For	For	
6	Elect Stuart Henderson	Management	For	For	
7	Elect Kay Davies	Management	For	For	
8	Elect Frank Mathias	Management	For	For	
9	Elect Stuart Paynter	Management	For	For	
10	Elect Robert Ghenchev	Management	For	For	
11	Elect Namrata P. Patel	Management	For	For	
12	Elect Leone Patterson	Management	For	For	
13	Elect Heather Preston	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Approval of the Long-Term Incentive Plan	Management	For	For	
17	Deferred Bonus Plan	Management	For	For	
18	Approve employee share plan	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### Panasonic Holdings Corporation

Meeting Date: 24.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kazuhiro Tsuga	Management	For	For	
2	Elect Yuki Kusumi	Management	For	For	
3	Elect Tetsuro Homma	Management	For	For	
4	Elect Mototsugu Sato	Management	For	For	
5	Elect Hirokazu Umeda	Management	For	For	
6	Elect Yoshiyuki Miyabe	Management	For	For	
7	Elect Ayako Shotoku @ Ayako Kurama	Management	For	For	
8	Elect Shinobu Matsui	Management	For	For	
9	Elect Keita Nishiyama	Management	For	For	
10	Elect Kunio Noji	Management	For	For	
11	Elect Michitaka Sawada	Management	For	For	
12	Elect Kazuhiko Toyama	Management	For	For	
13	Elect Ryusuke Shigetomi	Management	For	For	
14	Elect Setsuko Yufu	Management	For	For	
15	Elect Yoshiaki Tokuda	Management	For	For	

### Tokio Marine Holdings Inc

Meeting Date: 24.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Tsuyoshi Nagano	Management	For	For	
3	Elect Satoru Komiya	Management	For	For	
4	Elect Kenji Okada	Management	For	For	
5	Elect Yoichi Moriwaki	Management	For	For	
6	Elect Kichihiro Yamamoto	Management	For	For	
7	Elect Kiyoshi Wada	Management	For	For	
8	Elect Takashi Mitachi	Management	For	For	
9	Elect Nobuhiro Endo	Management	For	For	
10	Elect Shinya Katanozaka	Management	For	For	
11	Elect Emi Osono	Management	For	For	
12	Elect Kosei Shindo	Management	For	For	
13	Elect Robert Alan Feldman	Management	For	For	
14	Elect Haruka Matsuyama @ Haruka Kato	Management	For	For	
15	Elect Keiko Fujita	Management	For	For	
16	Elect Hiroaki Shirota	Management	For	For	
17	Elect Akira Harashima as Statutory Auditor	Management	For	For	
18	Amendment to Trust Type Equity Plan	Management	For	Against	Long term awards are not linked to performance.

### Yamaha Corporation

Meeting Date: 24.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Takuya Nakata	Management	For	For	
3	Elect Atsushi Yamaura	Management	For	For	
4	Elect Yoshihiro Hidaka	Management	For	For	
5	Elect Mikio Fujitsuka	Management	For	For	
6	Elect Paul Candland	Management	For	For	
7	Elect Hiromichi Shinohara	Management	For	For	
8	Elect Naoko Yoshizawa	Management	For	For	
9	Elect Naho Ebata @ Naho Kida	Management	For	For	

### Carmax Inc

Meeting Date: 25.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Peter J. Bensen	Management	For	For	
2	Elect Ronald E. Blaylock	Management	For	For	
3	Elect Sona Chawla	Management	For	For	
4	Elect Thomas J. Folliard	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
5	Elect Shira D. Goodman	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect David W. McCreight	Management	For	For	
7	Elect William D. Nash	Management	For	For	
8	Elect Mark F. O'Neil	Management	For	For	
9	Elect Pietro Satriano	Management	For	For	
10	Elect Marcella Shinder	Management	For	For	
11	Elect Mitchell D. Steenrod	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	

**China Merchants Bank Meeting Date: 25.06.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Annual Report	Management	For	For	
4	Accounts and Reports	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Elect LI Jian	Management	For	For	
8	Elect SHI Dai	Management	For	For	
9	Elect LIU Hui	Management	For	For	
10	Elect ZHU Liwei	Management	For	For	
11	Elect ZHONG Desheng	Management	For	For	
12	Elect LI Jinming as Supervisor	Management	For	For	
13	2023 Related Party Transactions Report	Management	For	For	
14	Authority to Issue Capital Bonds	Management	For	For	

**ICICI Lombard General Insurance Co. Ltd. Meeting Date: 25.06.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends (Interim)	Management	For	For	
3	Allocation of Profits/Dividends (Final)	Management	For	For	
4	Elect Alok Kumar Agarwal	Management	For	For	
5	Authority to Set Auditor's Fees	Management	For	For	
6	Revision of Remuneration for Sanjeev Mantri (Managing Director & CEO)	Management	For	For	
7	Revision of Remuneration for Alok Kumar Agarwal (Executive Director - Wholesale)	Management	For	For	
8	Related Party Transactions (Current Bank Account Balances)	Management	For	For	
9	Related Party Transactions (Subscription and Purchase of Securities)	Management	For	For	
10	Related Party Transactions (Sale of Securities)	Management	For	For	
11	Related Party Transactions (Repurchase Transactions)	Management	For	For	
12	Related Party Transactions (Reverse Repurchase Transactions)	Management	For	For	
13	Approve Increase on Independent Non-executive Directors' Commission	Management	For	For	
14	Elect Preeti Reddy	Management	For	For	

**Manchester United Plc. Meeting Date: 25.06.2024 Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Avram Glazer	Management	For	Against	Affiliate/Insider on compensation committee; Multi-class share structure with unequal voting rights
2	Elect Joel Glazer	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration committee is not independent.
3	Elect Kevin Glazer	Management	For	For	
4	Elect Bryan Glazer	Management	For	For	
5	Elect Darcie Glazer Kasowitz	Management	For	For	
6	Elect Edward Glazer	Management	For	For	
7	Elect Rob Nevin	Management	For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
8	Elect John Reece	Management	For	For	
9	Elect Robert Leitão	Management	For	Against	The nominee serves on the Audit Committee that lacks sufficient independence.
10	Elect John Hooks	Management	For	Against	The nominee serves on the Audit Committee that lacks sufficient independence.



Secom Co. Ltd.		Meeting Date: 25.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles – Change in Size of Board of Directors	Management	For	For	
3	Elect Yasuyuki Yoshida	Management	For	For	
4	Elect Tatsuro Fuse	Management	For	For	
5	Elect Yoshinori Yamanaka	Management	For	For	
6	Elect Seiya Nagao	Management	For	For	
7	Elect Takashi Nakada	Management	For	For	
8	Elect Makoto Inaba	Management	For	For	
9	Elect Takaharu Hirose	Management	For	For	
10	Elect Hajime Watanabe	Management	For	For	
11	Elect Miri Hara	Management	For	For	
12	Elect Kosuke Matsuzaki	Management	For	For	
13	Elect Yukari Suzuki	Management	For	For	
14	Statutory Auditors' Fees	Management	For	For	

Shanghai BOCHU Electronic Technology Corporation L		Meeting Date: 25.06.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Amendments to Procedural Rules: Shareholders Meetings	Management	For	For	
4	Amendments to Procedural Rules: Board Meetings	Management	For	For	
5	Amendments to Procedural Rules: Supervisory Board Meetings	Management	For	For	
6	Amendments to Raised Funds Management System	Management	For	For	
7	Amendments to Work System for Independent Directors	Management	For	For	
8	Elect TANG Ye	Management	For	For	
9	Elect DAI Tiantian	Management	For	Against	Insider on audit committee
10	Elect LU Lin	Management	For	For	
11	Elect HU Jia	Management	For	Against	Insider on compensation committee
12	Elect JIANG Xiao	Management	For	For	
13	Elect ZENG Saixing	Management	For	For	
14	Elect ZHU Hongzi	Management	For	For	
15	Elect WAN Zhang	Management	For	Against	Supervisors are not sufficiently independent
16	Elect RU Shanshan	Management	For	For	

Sony Group Corporation		Meeting Date: 25.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kenichiro Yoshida	Management	For	For	
2	Elect Hiroki Totoki	Management	For	For	
3	Elect Yoshihiko Hatanaka	Management	For	For	
4	Elect Wendy Becker	Management	For	For	
5	Elect Sakie Akiyama	Management	For	For	
6	Elect Keiko Kishigami	Management	For	For	
7	Elect Joseph A. Kraft Jr.	Management	For	For	
8	Elect Neil Hunt	Management	For	For	
9	Elect William Morrow	Management	For	For	
10	Elect Shingo Konomoto	Management	For	For	

Will Semiconductor Co. Ltd Shanghai		Meeting Date: 25.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Independent Directors' Work Report	Management	For	For	
4	2023 Accounts and Reports	Management	For	For	
5	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
6	2023 Allocation of Profits/Dividends	Management	For	For	
7	Appointment of 2024 Auditor	Management	For	Against	Audit fees are excessive.
8	2023 Related Party Transactions and 2024 Estimated Connected Transactions	Management	For	For	
9	2024 Authority to Give Guarantees to Holding Subsidiaries	Management	For	For	
10	2024 Approval of Line of Credit and Authority to Sign Bank Loans Related Contracts	Management	For	For	
11	2024 Non-Independent Directors' Fees (Forward-Looking)	Management	For	For	
12	2024 Independent Directors' Fees (Forward-Looking)	Management	For	For	
13	2024 Supervisors' Fees (Forward-Looking)	Management	For	For	

Allegro.EU Societe Anonyme		Meeting Date: 26.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Accounts and Reports (Consolidated Accounts)	Management	For	For	
3	Allocation of Profits	Management	For	For	
4	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP
5	Remuneration Report	Management	For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
6	Ratify Roy Perticucci's Acts	Management	For	For	
7	Ratify Jonathan Easticks Acts	Management	For	For	
8	Ratify Darren Richard Hustons Acts	Management	For	For	
9	Ratify Pedro Arnt's Acts	Management	For	For	
10	Ratify David Barkers Acts	Management	For	For	
11	Ratify Clara Nustelings Acts	Management	For	For	
12	Ratify Pawel Padusinski's Acts	Management	For	For	
13	Ratify Nancy Cruickshanks Acts	Management	For	For	
14	Ratify Richard Sanders' Acts	Management	For	For	
15	Ratify Catherine Faiers' Acts	Management	For	For	
16	Ratify Tomasz Suchanski's Acts	Management	For	For	
17	Resignation of Pawel Padusinski	Management	For	For	
18	Resignation of Darren Richard Huston	Management	For	For	
19	Resignation of Clara Nusteling	Management	For	For	
20	Elect Gary McGann to the board of Directors	Management	For	For	
21	Elect Laurence Bourdon-Tracol to the board of Directors	Management	For	For	
22	Ratification of Auditor's Acts	Management	For	For	
23	Appointment of Auditor	Management	For	For	

ASE Technology Holding Co.Ltd		Meeting Date: 26.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Business Report and Financial Statements	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	
3	Issuance of Restricted Stocks Awards of the Company	Management	For	For	
4	Amendments to Articles	Management	For	For	
5	Elect Jason CHANG C.S.	Management	For	For	
6	Elect Richard CHANG H.P.	Management	For	For	
7	Elect WU Tien-Yu	Management	For	For	
8	Elect Jeffery CHEN	Management	For	For	
9	Elect Andrew TANG	Management	For	For	
10	Elect Rutherford CHANG	Management	For	For	
11	Elect YU Shen-Fu	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the audit committee is not independent.
12	Elect HO Mei-Yueh	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent
13	Elect ONG Wen-Chyi	Management	For	For	
14	Non-Compete Restrictions of Directors	Management	For	For	

Creo Medical Group Plc		Meeting Date: 26.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Craig Gulliford	Management	For	For	
3	Elect Christopher Hancock	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Appointment of Auditor	Management	For	For	
5	Authority to Set Auditor's Fees	Management	For	For	
6	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
7	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

Dino Polska SA		Meeting Date: 26.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Compliance with Rules of Convocation	Management	For	For	
3	Agenda	Management	For	For	
4	Presentation of Management Board Activity Report	Management	For	For	
5	Presentation of Financial Statements	Management	For	For	
6	Presentation of Financial Statements (Consolidated)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Presentation of Allocation of Profits Proposal	Management	For	For	
8	Presentation of Supervisory Board Activity Report	Management	For	For	
9	Presentation of Supervisory Board Report (Company's Activity; Financial Statements; Allocation of Profits)	Management	For	For	
10	Supervisory Board Report on its Activities	Management	For	For	
11	Presentation of Motion to Approve Management Board Report	Management	For	For	
12	Presentation of Motion to Approve Financial Statements	Management	For	For	
13	Presentation of Motion to Approve Financial Statements (Consolidated)	Management	For	For	
14	Presentation of Motion to Approve Allocation of Profits	Management	For	For	
15	Presentation of Motion to Ratify Management and Supervisory Board Acts	Management	For	For	
16	Management Board Report	Management	For	For	
17	Financial Statements	Management	For	For	
18	Financial Statements (Consolidated)	Management	For	For	
19	Allocation of Dividends	Management	For	For	
20	Ratification of Management Acts	Management	For	For	
21	Ratification of Supervisory Board Acts	Management	For	For	
22	Remuneration Report	Management	For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
23	Remuneration Policy	Management	For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
24	Board Size	Management	For	For	
25	Changes to Supervisory Board Composition	Management	For	Against	Gender diversity concerns
26	Supervisory Board Fees	Management	For	Against	The company has not provided sufficient information.

### Infosys Ltd

Meeting Date: 26.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Nandan Nilekani	Management	For	Against	Less than 75% Attendance

### Kansai Electric Power Company Incorporated

Meeting Date: 26.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Elect Sadayuki Sakakibara	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
4	Elect Hiroshi Tomono	Management	For	For	
5	Elect Kazuko Takamatsu	Management	For	For	
6	Elect Fumio Naito	Management	For	For	
7	Elect Seiji Manabe	Management	For	For	
8	Elect Motoko Tanaka	Management	For	For	
9	Elect Kiyoshi Sono	Management	For	For	
10	Elect Noriyo Yahagi	Management	For	For	
11	Elect Nozomu Mori	Management	For	For	
12	Elect Makoto Araki	Management	For	For	
13	Elect Hiroshi Ogawa	Management	For	For	
14	Elect Yasuji Shimamoto	Management	For	For	
15	Elect Nobuhiro Nishizawa	Management	For	For	
16	Shareholder Proposal Regarding Withdrawal from Nuclear Power Generation	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
17	Shareholder Proposal Regarding Decarbonization of Operations and Supply Chain	Shareholder	Against	Against	Adding the proposed working in the articles of association is not deemed appropriate
18	Shareholder Proposal Regarding Corporate Social Responsibility	Shareholder	Against	Against	Adding the proposed working in the articles of association is not deemed appropriate
19	Shareholder Proposal Regarding Retention of Human Resources and Transmission of Technology	Shareholder	Against	Against	Adding the proposed working in the articles of association is not deemed appropriate
20	Shareholder Proposal Regarding Gender Diversity Targets	Shareholder	Against	Against	Adding the proposed working in the articles of association is not deemed appropriate
21	Shareholder Proposal Regarding Disclosure of Shareholder Meeting Minutes	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency
22	Shareholder Proposal Regarding Dismissal of Sadayuki Sakakibara	Shareholder	Against	Against	Not in the best interests of shareholders
23	Shareholder Proposal Regarding Dismissal of Nozomu Mori	Shareholder	Against	Against	Not in the best interests of shareholders
24	Shareholder Proposal Regarding Dismissal of Motoko Tanaka	Shareholder	Against	Against	Not in the best interests of shareholders
25	Shareholder Proposal Regarding Individual Compensation Disclosure	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
26	Shareholder Proposal Regarding Zero Carbon Without Nuclear Power Generation	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
27	Shareholder Proposal Regarding Prohibition on Reprocessing	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
28	Shareholder Proposal Regarding Evacuation Plans	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
29	Shareholder Proposal Regarding Establishing an Industrial Group	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
30	Shareholder Proposal Regarding Committee for Reform of Nuclear Damage Compensation	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
31	Shareholder Proposal Regarding Realization of Zero Carbon Society	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
32	Shareholder Proposal Regarding Sustainable, Secure, and Safe Electric Power Supply System	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
33	Shareholder Proposal Regarding Realization of Zero Carbon Society	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive

<b>Merida Industry</b>		<b>Meeting Date: 26.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Adoption of the 2023 Business Report and Financial Statements	Management	For	For	
2	Adoption of the Proposal for Distribution of 2023 Profits	Management	For	For	
3	Amendment to the Company's Corporate Charter	Management	For	For	
4	Elect TSENG Song-Zhu	Management	For	For	
5	Elect TSENG LU Min-Hua	Management	For	For	
6	Elect LO Tsai-Jen	Management	For	For	
7	Elect CHIANG Cha-Hsuan	Management	For	For	
8	Elect LAI Chun-Ku	Management	For	For	
9	Elect CHENG Wen-Hsiang	Management	For	For	
10	Elect YUAN Chi-Pin	Management	For	For	
11	Elect LAI Ju-Ting	Management	For	For	
12	Elect TSENG Ching-Cheng	Management	For	For	
13	Elect CHEN Shui-Jin	Management	For	For	
14	Elect CHEN Chien-Nan	Management	For	For	
15	Elect TSAI Wu-Ying	Management	For	For	
16	Elect LEI Hsin-Jung	Management	For	For	
17	Proposal for Release the Prohibition on Directors from Participation in Competitive Business	Management	For	For	

<b>NetEase Inc</b>		<b>Meeting Date: 26.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect William DING Lei	Management	For	For	
2	Elect Alice Yu-Fen Cheng	Management	For	For	
3	Elect Grace Hui Tang	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments; Vote results not disclosed.
4	Elect Joseph Tong	Management	For	For	
5	Elect Michael LEUNG Man Kit	Management	For	For	
6	Appointment of Auditor	Management	For	For	

<b>NVIDIA Corp</b>		<b>Meeting Date: 26.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Robert K. Burgess	Management	For	For	
2	Elect Tench Coxo	Management	For	For	
3	Elect John O. Dabiri	Management	For	For	
4	Elect Persis S. Drell	Management	For	For	
5	Elect Jen-Hsun Huang	Management	For	For	
6	Elect Dawn Hudson	Management	For	For	
7	Elect Harvey C. Jones	Management	For	For	
8	Elect Melissa B. Lora	Management	For	For	
9	Elect Stephen C. Neal	Management	For	For	
10	Elect A. Brooke Seawell	Management	For	For	
11	Elect Aarti Shah	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent; Board - Vote Against when the remuneration committee is not sufficiently independent.
12	Elect Mark A. Stevens	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and the remuneration assessment framework shows a lack of adequate structure.
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	N/A	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

<b>Takeda Pharmaceutical Co</b>		<b>Meeting Date: 26.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Christophe Weber	Management	For	For	
3	Elect Andrew Plump	Management	For	For	
4	Elect Milano Furuta	Management	For	For	
5	Elect Masami Iijima	Management	For	For	
6	Elect Ian T. Clark	Management	For	For	
7	Elect Steven Gillis	Management	For	For	
8	Elect John M. Maraganore	Management	For	For	
9	Elect Michel Orsinger	Management	For	For	
10	Elect Miki Tsusaka	Management	For	For	
11	Elect Emiko Higashi	Management	For	For	
12	Elect Koji Hatsukawa	Management	For	For	
13	Elect Yoshiaki Fujimori	Management	For	For	
14	Elect Kimberly A. Reed	Management	For	For	
15	Elect Jean-Luc Butel	Management	For	For	
16	Bonus	Management	For	For	

<b>Terumo Corporation</b>		<b>Meeting Date: 26.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Toshiaki Takagi	Management	For	For	
3	Elect Hikaru Samejima	Management	For	For	
4	Elect Toshihiko Osada	Management	For	For	
5	Elect Kazunori Hirose	Management	For	For	
6	Elect Norimasa Kunimoto	Management	For	For	
7	Elect Hidenori Nishi	Management	For	For	
8	Elect Keiya Ozawa	Management	For	For	
9	Elect Mari Kogiso	Management	For	For	
10	Elect Koichi Sakaguchi	Management	For	For	
11	Elect Hiroaki Kosugi	Management	For	For	

<b>Zozo Inc.</b>		<b>Meeting Date: 26.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kotaro Sawada	Management	For	For	
2	Elect Koji Yanagisawa	Management	For	For	
3	Elect Fuminori Hirose	Management	For	For	
4	Elect Makoto Hide	Management	For	For	
5	Elect Yuko Nagata	Management	For	For	
6	Elect Taro Saito	Management	For	For	
7	Elect Takako Kansai	Management	For	For	
8	Elect Takuya Oikawa	Management	For	For	

<b>3i Group plc</b>		<b>Meeting Date: 27.06.2024</b>		<b>Meeting Type: Annual</b>	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Simon A. Borrows	Management	For	For	
5	Elect Stephen Daintith	Management	For	For	
6	Elect Jasi Halai	Management	For	For	
7	Elect James Hatchley	Management	For	For	
8	Elect David Hutchison	Management	For	Against	Poor chair succession planning
9	Elect Lesley Knox	Management	For	For	
10	Elect Coline McConville	Management	For	For	
11	Elect Peter McKellar	Management	For	For	
12	Elect Alexandra Schaapveld	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
--------	---------------	-----------	---------------------	---------------	-----------

20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
----	---	------------	-----	-----	--

### BOC Hong Kong(Hldgs)

**Meeting Date: 27.06.2024**

**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect LIN Jingzhen	Management	For	For	
4	Elect CHOI Koon Shum	Management	For	For	
5	Elect Quinn LAW Yee Kwan	Management	For	For	
6	Elect LIP Sai Wo	Management	For	For	
7	Elect Frederick MA Si-hang	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
10	Authority to Repurchase Shares	Management	For	For	

### Daikin Industries Ltd

**Meeting Date: 27.06.2024**

**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Masanori Togawa	Management	For	For	
3	Elect Naofumi Takenaka	Management	For	For	
4	Elect Tatsuo Kawada	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses; Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
5	Elect Akiji Makino	Management	For	For	
6	Elect Shingo Torii	Management	For	For	
7	Elect Yuko Arai	Management	For	For	
8	Elect Takashi Matsuzaki	Management	For	For	
9	Elect Kanwal Jeet Jawa	Management	For	For	
10	Elect Koichi Takahashi	Management	For	For	
11	Elect Keiko Mori	Management	For	For	
12	Elect Fumi Takatsuki as Statutory Auditor	Management	For	For	
13	Elect Ichiro Ono as Alternate Statutory Auditor	Management	For	For	
14	Special Merit Award for Noriyuki Inoue	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability

### Fujifilm Holdings Corp.

**Meeting Date: 27.06.2024**

**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Kenji Sukeno	Management	For	For	
3	Elect Teiichi Goto	Management	For	For	
4	Elect Masayuki Higuchi	Management	For	For	
5	Elect Naoki Hama	Management	For	For	
6	Elect Chisato Yoshizawa	Management	For	For	
7	Elect Yoji Ito	Management	For	For	
8	Elect Kunitaro Kitamura	Management	For	For	
9	Elect Makiko Eda	Management	For	For	
10	Elect Tsuyoshi Nagano	Management	For	For	
11	Elect Ikuro Sugawara	Management	For	For	
12	Elect Takako Suzuki	Management	For	For	
13	Elect Tsumugu Ishigaki	Management	For	Against	Board - Vote Against when the board of statutory auditors is not sufficiently independent.
14	Elect Yoshio Iteya	Management	For	For	
15	Directors' Fees	Management	For	For	
16	Statutory Auditors' Fees	Management	For	For	
17	Approval of the Restricted Stock Plan	Management	For	Against	Plan does not disclose performance targets.
18	Trust Type Equity Plan	Management	For	For	

### Keisei Electric Railway Co. Ltd

**Meeting Date: 27.06.2024**

**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Toshiya Kobayashi	Management	For	For	
3	Elect Takao Amano	Management	For	For	
4	Elect Hideki Mochinaga	Management	For	For	
5	Elect Koji Yamada	Management	For	For	
6	Elect Tadakazu Oka	Management	For	For	
7	Elect Takeshi Shimizu	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Makoto Emmei	Management	For	For	
9	Elect Shotaro Tochigi	Management	For	For	
10	Elect Misao Kikuchi	Management	For	Against	Serves on too many boards
11	Elect Takeshi Ashizaki	Management	For	For	
12	Elect Takako Amitani	Management	For	For	
13	Elect Kazumi Taguchi	Management	For	For	
14	Elect Yoshikazu Kawai	Management	For	For	
15	Elect Akiko Nakajima	Management	For	For	
16	Elect Toshiyuki Ishiuchi	Management	For	For	
17	Elect Tsuneaki Teshima	Management	For	For	
18	Elect Makoto Kawasaki	Management	For	Against	Board - Vote Against when the statutory auditors board is not sufficiently independent.
19	Shareholder Proposal Regarding Management of Investment Securities	Shareholder	Against	For	SHP - Vote For when the proposal enhances long-term shareholder value creation.

### Koito Manufacturing Co. Ltd

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Masahiro Otake	Management	For	For	
3	Elect Michiaki Kato	Management	For	For	
4	Elect Masami Uchiyama	Management	For	For	
5	Elect Hideharu Konagaya	Management	For	For	
6	Elect Katsuyuki Kusakawa	Management	For	For	
7	Elect Jun Toyota	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
8	Elect Haruya Uehara	Management	For	For	
9	Elect Kingo Sakurai	Management	For	For	
10	Elect Chika Igarashi	Management	For	For	
11	Elect Risa Tanaka @ Risa Saito	Management	For	For	
12	Elect Mitsuo Kikuchi	Management	For	Against	Statutory auditor board is not sufficiently independent
13	Elect Koichi Sakakibara	Management	For	Against	Board - Vote Against when the statutory auditors board is not sufficiently independent.
14	Elect Hidemi Yamaguchi	Management	For	For	

### Kroger Co.

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nora A. Aufreiter	Management	For	For	
2	Elect Kevin M. Brown	Management	For	For	
3	Elect Elaine L. Chao	Management	For	For	
4	Elect Anne Gates	Management	For	For	
5	Elect Karen M. Hoguet	Management	For	For	
6	Elect W. Rodney McMullen	Management	For	For	
7	Elect Clyde R. Moore	Management	For	For	
8	Elect Ronald L. Sargent	Management	For	For	
9	Elect Judith Amanda Sourry Knox	Management	For	For	
10	Elect Mark S. Sutton	Management	For	For	
11	Elect Ashok Vemuri	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding External Public Health Costs Created by the Sale of Tobacco Products	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
15	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
16	Shareholder Proposal Regarding Living Wage Policy	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to improve labor practices
17	Shareholder Proposal Regarding Just Transition Reporting	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks.

### Luxshare Precision Industry Co. Ltd.

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2023 Allocation of Profits/Dividends	Management	For	For	
5	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
6	2024 Appointment of Auditor	Management	For	Against	Failure to disclose breakdown of fees
7	Amendments to Articles	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Amendments to Procedural Rules: Shareholders' Meetings	Management	For	For	
9	Amendments to Procedural Rules: Board Meetings	Management	For	For	
10	Amendments to Work System for Independent Directors	Management	For	For	
11	Amendments to Procedural Rules: Supervisory Committee Meetings	Management	For	For	
12	Amendments to Connected Transaction Management Measures	Management	For	For	
13	Amendments to External Guarantee Management Measures	Management	For	For	
14	Related Party Transactions	Management	For	For	
15	Elect WANG Laichun	Management	For	For	
16	Elect WANG Laisheng	Management	For	For	
17	Elect QIAN Jiwen	Management	For	For	
18	Elect HAO Jie	Management	For	For	
19	Elect LIU Zhonghua	Management	For	For	
20	Elect SONG Yuhong	Management	For	For	
21	Elect HOU Lingling	Management	For	For	
22	Elect XIA Yanrong	Management	For	Against	Supervisors are not sufficiently independent
23	Elect MO Rongying	Management	For	For	

### Luzhoulaojiao Co. Ltd.

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2023 Annual Report and its Summary	Management	For	For	
5	2023 Allocation of Profits/Dividends	Management	For	For	
6	CHANGE OF AUDIT FIRM	Management	For	For	
7	Amendments to Articles	Management	For	For	
8	Amendments to the Remuneration and Performance Appraisal Management Measures for Management Team	Management	For	For	
9	Elect LIU Miao	Management	For	For	
10	Elect LIN Feng	Management	For	For	
11	Elect ZHANG Suyi	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
12	Elect QIAN Xu	Management	For	Against	Insufficient audit committee independence
13	Elect YING Hanjie	Management	For	Against	The nominee has attended less than 75% of meetings without a valid excuse.
14	Elect XIONG Bo	Management	For	For	
15	Elect CHEN Youan	Management	For	For	
16	Elect LYU Xianpei	Management	For	For	
17	Elect LI Guowang	Management	For	For	
18	Elect LI Liangchen	Management	For	For	
19	Elect YANG Ping	Management	For	Against	Supervisors are not sufficiently independent
20	Elect ZHOU Lei	Management	For	Against	Supervisors are not sufficiently independent
21	Elect ZHANG Li	Management	For	For	

### Map Aktif Adiperkasa Tbk PT

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Appointment of Auditor and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.
4	Election of Directors and/or Commissioners (Slate); Directors' and Commissioners' Fees	Management	For	Against	Commissioners are not sufficiently independent; Poor overall compensation disclosure
5	Amendments to Articles	Management	For	For	

### Mitra Adiperkasa Tbk PT

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Appointment of Auditor and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.
4	Election of Commissioners (Slate); Approval of Directors' and Commissioners' Fees	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration is not independent.
5	Amendments to Articles	Management	For	For	

### Mitsubishi Estate Company Limited

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	



Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Junichi Yoshida	Management	For	For	
3	Elect Atsushi Nakajima	Management	For	For	
4	Elect Bunroku Naganuma	Management	For	For	
5	Elect Naoki Umeda	Management	For	For	
6	Elect Mikihiro Hirai	Management	For	For	
7	Elect Noboru Nishigai	Management	For	For	
8	Elect Hiroshi Katayama	Management	For	For	
9	Elect Masaaki Shirakawa	Management	For	For	
10	Elect Tetsuo Narukawa	Management	For	For	
11	Elect Tsuyoshi Okamoto	Management	For	For	
12	Elect Melanie Brock	Management	For	For	
13	Elect Wataru Sueyoshi	Management	For	For	
14	Elect Ayako Sonoda	Management	For	For	
15	Elect Naosuke Oda	Management	For	For	

### Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Mariko Fujii	Management	For	For	
3	Elect Keiko Honda	Management	For	For	
4	Elect Kaoru Kato	Management	For	For	
5	Elect Satoko Kuwabara @ Satoko Ota	Management	For	For	
6	Elect Hirofumi Nomoto	Management	For	Against	Serves on too many boards
7	Elect Mari Elka Pangestu	Management	For	For	
8	Elect Hiroshi Shimizu	Management	For	For	
9	Elect David Sneider	Management	For	For	
10	Elect Koichi Tsuji	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
11	Elect Kenichi Miyanaga	Management	For	For	
12	Elect Ryoichi Shinke	Management	For	For	
13	Elect Kanetsugu Mike	Management	For	For	
14	Elect Hironori Kamezawa	Management	For	For	Nominee is the CEO and serves on the Compensation Committee.
15	Elect Iwao Nagashima	Management	For	For	
16	Elect Junichi Hanzawa	Management	For	For	
17	Elect Makoto Kobayashi	Management	For	For	
18	Shareholder Proposal Regarding Directors' Climate Change-Related Competencies	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests trained and qualified directors on board committees.
19	Shareholder Proposal Regarding Customers' Climate Change Transition Plans	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports

### Next 15 Group plc.

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Penny Ladkin-Brand	Management	For	For	
5	Elect Jonathan Peachey	Management	For	For	
6	Appointment of Auditor	Management	For	For	
7	Authority to Set Auditor's Fees	Management	For	For	
8	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
11	Authority to Repurchase Shares	Management	For	For	

### Nintendo Co. Ltd

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Shuntaro Furukawa	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
3	Elect Shigeru Miyamoto	Management	For	For	
4	Elect Shinya Takahashi	Management	For	For	
5	Elect Satoru Shibata	Management	For	For	
6	Elect Ko Shiota	Management	For	For	
7	Elect Yusuke Beppu	Management	For	For	
8	Elect Chris Meledandri	Management	For	For	
9	Elect Miyoko Demay	Management	For	For	
10	Elect Takuya Yoshimura	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Katsuhiko Umeyama	Management	For	For	
12	Elect Asa Shinkawa	Management	For	For	
13	Elect Eiko Osawa	Management	For	For	
14	Elect Keiko Akashi	Management	For	For	
15	Non-Audit Committee Directors' Fees	Management	For	For	

### Oji Holdings Corporation

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Masatoshi Kaku	Management	For	For	
2	Elect Hiroyuki Isono	Management	For	For	
3	Elect Fumio Shindo	Management	For	For	
4	Elect Kazuhiko Kamada	Management	For	For	
5	Elect Shigeki Aoki	Management	For	For	
6	Elect Akio Hasebe	Management	For	For	
7	Elect Takayuki Moridaira	Management	For	For	
8	Elect Yuji Onuki	Management	For	For	
9	Elect Michihiro Nara	Management	For	For	
10	Elect Seiko Nagai	Management	For	For	
11	Elect Hiromichi Ogawa	Management	For	For	
12	Elect Sachiko Fukuda	Management	For	For	

### Salesforce Inc

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marc R. Benioff	Management	For	For	
2	Elect Laura Alber	Management	For	For	
3	Elect Craig A. Conway	Management	For	For	
4	Elect Arnold W. Donald	Management	For	For	
5	Elect Parker Harris	Management	For	For	
6	Elect Neelie Kroes	Management	For	For	
7	Elect Sachin Mehra	Management	For	For	
8	Elect G. Mason Morfit	Management	For	For	
9	Elect Oscar Munoz	Management	For	For	
10	Elect John V. Roos	Management	For	For	
11	Elect Robin L. Washington	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
12	Elect Maynard G. Webb, Jr.	Management	For	For	
13	Elect Susan D. Wojcicki	Management	For	For	
14	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	
15	Amendment to the 2013 Equity Incentive Plan	Management	For	For	
16	Ratification of Auditor	Management	For	For	
17	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
18	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
19	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	SHP Remuneration - Vote For when the proposal requests that the company seek shareholder approval prior to entering severance agreements which provide substantial benefits.
20	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

### Schroder International Selection Fund SICAV - AL

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Allocation of Profits	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Ratification of Board Acts	Management	For	For	
4	Elect Wim Nagler to the Board of Directors	Management	For	For	
5	Election of Directors (Slate)	Management	For	For	
6	Directors' Fees (FY2023)	Management	For	For	
7	Directors' Fees (FY2024)	Management	For	For	
8	Appointment of Auditor	Management	For	For	

### Serica Energy PLC

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Appointment of Auditor	Management	For	For	
4	Authority to Set Auditor's Fees	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect David Latin	Management	For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
6	Elect Katherine Coppinger	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Michiel Soeting	Management	For	For	
8	Elect Jérôme Schmitt	Management	For	For	
9	Elect Robert Lawson	Management	For	For	
10	Elect Guillaume Vermersch	Management	For	For	
11	Elect Kaat Van Hecke	Management	For	For	
12	Elect Sian Lloyd Rees	Management	For	For	
13	Elect Martin Copeland	Management	For	For	
14	Final Dividend	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	

### Shin-Etsu Chemical Co. Ltd.

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Fumio Akiya	Management	For	For	
3	Elect Yasuhiko Saito	Management	For	For	
4	Elect Susumu Ueno	Management	For	For	
5	Elect Masahiko Todoroki	Management	For	For	
6	Elect Hiroshi Komiyama	Management	For	For	
7	Elect Kuniharu Nakamura	Management	For	For	
8	Elect Michael H. McGarry	Management	For	For	
9	Elect Mariko Hasegawa	Management	For	For	
10	Elect Takashi Hibino	Management	For	For	
11	Equity Compensation Plan	Management	For	Against	Long term awards are not linked to performance.

### Sumitomo Mitsui Financial Group Inc

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Elect Takeshi Kunibe	Management	For	For	
4	Elect Toru Nakashima	Management	For	Against	Nominee is the CEO and serves on the Compensation Committee.
5	Elect Teiko Kudo	Management	For	For	
6	Elect Fumihiko Ito	Management	For	For	
7	Elect Toshihiro Isshiki	Management	For	For	
8	Elect Yoshiyuki Gono	Management	For	For	
9	Elect Shozo Yamazaki	Management	For	For	
10	Elect Sonosuke Kadonaga	Management	For	For	
11	Elect Yoshinobu Tsutsui	Management	For	For	
12	Elect Katsuyoshi Shimbo	Management	For	For	
13	Elect Eriko Sakurai	Management	For	For	
14	Elect Charles D. Lake II	Management	For	For	
15	Elect Jenifer S. Rogers	Management	For	For	
16	Shareholder Proposal Regarding Directors' Climate Change-Related Competencies	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests trained and qualified directors on board committees.
17	Shareholder Proposal Regarding Customers' Climate Change Transition Plans	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.

### Trainline Plc

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Elect Andy Phillips	Management	For	For	
5	Elect Brian McBride	Management	For	For	
6	Elect Duncan Tatton-Brown	Management	For	For	
7	Elect Jennifer Duvalier	Management	For	For	
8	Elect Jody Ford	Management	For	For	
9	Elect Peter Wood	Management	For	For	
10	Elect Rakhi (Parekh) Goss-Custard	Management	For	For	
11	Elect Marie Lalleman	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Authorisation of Political Donations	Management	For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

### WNS (Holdings) Limited

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Appointment of Auditor	Management	For	For	
3	Authority to Set Auditor's Fees	Management	For	For	
4	Elect Jason T. Liberty	Management	For	For	
5	Elect Françoise Gri	Management	For	For	
6	Elect Judy Marlinski	Management	For	For	
7	Directors' Fees	Management	For	For	

### Hellenic Telecommunications Organization S.A.

Meeting Date: 28.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Ratification of Board and Auditor's Acts	Management	For	For	
3	Appointment of Auditor	Management	For	For	
4	Directors' Fees	Management	For	For	
5	2023 Bonus Plan	Management	For	Against	Insufficient response to shareholder dissent
6	Remuneration Report	Management	For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP. The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
7	Remuneration Policy	Management	For	Against	Insufficient response to shareholder dissent; Poor overall design
8	D&O Insurance Policy	Management	For	For	
9	Cancellation of Shares	Management	For	For	
10	Elect Konstantinos Nebis	Management	For	For	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
11	Elect Charalambos C Mazarakis	Management	For	For	
12	Elect Dominique Leroy	Management	For	For	Board is not sufficiently independent
13	Elect Kyra Orth	Management	For	For	Board is not sufficiently independent
14	Elect Daniel Daub	Management	For	For	Board is not sufficiently independent
15	Elect Elvira Gonzalez Sevilla	Management	For	Against	
16	Elect Eelco Blok	Management	For	Against	
17	Elect Konstantinos Gkravas	Management	For	For	
18	Elect Alexandros Athanassiou	Management	For	For	
19	Elect Christina Bousoulega	Management	For	Against	
20	Approval of Audit Committee Guidelines	Management	For	For	

### Jollibee Foods Corporation

Meeting Date: 28.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CALL TO ORDER	Management	For	For	
2	Certification of Notice and Quorum	Management	For	For	
3	Meeting Minutes	Management	For	For	
4	Management's Report	Management	For	For	
5	Accounts and Reports	Management	For	For	
6	Ratification of Board Acts	Management	For	For	
7	Amendments to Articles of Incorporation	Management	For	For	
8	Elect Tony TAN Caktiong	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
9	Elect William TAN Untiong	Management	For	Against	Board - Vote Against when the nomination committee is not sufficiently independent; Board - Vote Against when the audit committee is not sufficiently independent
10	Elect Ernesto Tanmantiong	Management	For	For	
11	Elect ANG Cho Sit	Management	For	For	
12	Elect Antonio CHUA Poe Eng	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
13	Elect Artemio V. Panganiban	Management	For	Against	Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
14	Elect Cesar V. Purisima	Management	For	For	
15	Elect Kevin Goh	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Elect CHONG Ee Rong	Management	For	For	
17	Appointment of Auditor	Management	For	For	
18	Transaction of Other Business	Management	For	Against	Granting unfettered discretion is unwise
19	ADJOURNMENT	Management	For	For	

<b>Kanzhun Ltd</b>	<b>Meeting Date: 28.06.2024</b>	<b>Meeting Type: Annual</b>
--------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Peng Zhao	Management	For	Against	Nominee is the CEO and serves on the Compensation Committee. The roles of Chair and CEO are combined and there is no lead independent director.
3	Elect Tao Zhang	Management	For	For	
4	Elect Xiehua Wang	Management	For	For	
5	Elect Yan Li	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
6	Elect Mengyuan Dong	Management	For	Against	The nominee serves as the Audit Committee Chair and the Audit Committee has no financial experts.
7	Directors' Fees	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
9	Authority to Repurchase Shares	Management	For	For	
10	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	

<b>Monde Nissin Corp</b>	<b>Meeting Date: 28.06.2024</b>	<b>Meeting Type: Annual</b>
--------------------------	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CALL TO ORDER	Management	For	For	
2	CERTIFICATION OF NOTICE AND QUORUM	Management	For	For	
3	INSTRUCTIONS ON RULES OF CONDUCT AND VOTING PROCEDURES	Management	For	For	
4	Meeting Minutes	Management	For	For	
5	Management Report	Management	For	For	
6	Accounts and Reports	Management	For	For	
7	Ratification of Board Acts	Management	For	For	
8	Elect Hartono Kweefanus	Management	For	For	
9	Elect Kataline Darmono	Management	For	For	
10	Elect Hoediono Kweefanus	Management	For	For	
11	Elect Betty T. Ang	Management	For	For	
12	Elect Henry Soesanto	Management	For	For	
13	Elect Monica Darmono	Management	For	For	
14	Elect Nina D. Aguas	Management	For	For	
15	Elect Anabelle L. Chua	Management	For	For	
16	Elect Ramon M. Lopez	Management	For	For	
17	Appointment of Auditor	Management	For	For	
18	Transaction of Other Business	Management	For	Against	Granting unfettered discretion is unwise
19	Right to Adjourn Meeting	Management	For	For	

<b>Piraeus Financial Holdings S.A.</b>	<b>Meeting Date: 28.06.2024</b>	<b>Meeting Type: Annual</b>
--	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Allocation of Profits	Management	For	For	
4	Ratification of Board and Auditor's Acts	Management	For	For	
5	Appointment of Auditor and Authority to Set Fees	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Use of Reserves for Profit Distribution	Management	For	For	
8	Remuneration Report	Management	For	For	
9	Amendments to Suitability Policy	Management	For	For	
10	Amendments to Remuneration Policy	Management	For	For	
11	Ratify Co-option of Maria Smedalas	Management	For	For	
12	Board Transactions	Management	For	For	

<b>Sona BLW Precision Forgings Ltd.</b>	<b>Meeting Date: 28.06.2024</b>	<b>Meeting Type: Annual</b>
---	---------------------------------	-----------------------------

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Vivek Vikram Singh	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Sunjay Kapur	Management	For	For	
5	Approve Payment of Fees to Cost Auditors	Management	For	For	

### Yibin Wuliangye Co. Ltd.

**Meeting Date: 28.06.2024**

**Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 ANNUAL REPORT	Management	For	For	
2	2023 Directors' Report	Management	For	For	
3	2023 Supervisors' Report	Management	For	For	
4	2023 Accounts and Reports	Management	For	For	
5	2023 Allocation of Profits/Dividends	Management	For	For	
6	2024 Estimated Related Party Transactions	Management	For	For	
7	Propose to Sign the Financial Services Agreement with Sichuan Yibin Wuliangye Group Finance Co., Ltd.	Management	For	For	
8	2024 Comprehensive Budget Plan (Draft)	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
9	Amendments to Articles	Management	For	For	
10	Amendments to Procedural Rules: Shareholder Meetings	Management	For	For	
11	Amendments to Procedural Rules: Board Meetings	Management	For	For	
12	Amendments to Procedural Rules: Independent Directors' System	Management	For	For	
13	Shareholder Proposal: Appointment of 2024 Auditor	Management	For	For	
14	Elect ZHANG Xin	Management	For	For	
15	Elect HAN Chengke	Management	For	For	
16	Elect ZHU Yongliang	Management	For	Against	Supervisors are not sufficiently independent
17	Elect LI Shuai	Management	For	Against	Supervisors are not sufficiently independent

### Zomato Ltd.

**Meeting Date: 29.06.2024**

**Meeting Type: Special**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of the Zomato Employee Stock Option Plan 2024	Management	For	Against	Grants are excessive; Discount exceeds reasonable limits
2	Extension of Zomato Employee Stock Option Plan 2024 to Employees of Subsidiaries	Management	For	Against	Grants are excessive; Discount exceeds reasonable limits

# Robeco disclaimer

## Important Information

Robeco Institutional Asset Management B.V. has a license as manager of Undertakings for Collective Investment in Transferable Securities (UCITS) and Alternative Investment Funds (AIFs) ("Fund(s)") from the Netherlands Authority for the Financial Markets in Amsterdam. This marketing document is intended solely for professional investors, defined as investors qualifying as professional clients, who have requested to be treated as professional clients or are authorized to receive such information under any applicable laws. Robeco Institutional Asset Management B.V. and/or its related, affiliated and subsidiary companies, ("Robeco"), will not be liable for any damages arising out of the use of this document. Users of this information who provide investment services in the European Union have their own responsibility to assess whether they are allowed to receive the information in accordance with MiFID II regulations. To the extent this information qualifies as a reasonable and appropriate minor non-monetary benefit under MiFID II, users that provide investment services in the European Union are responsible for complying with applicable recordkeeping and disclosure requirements. The content of this document is based upon sources of information believed to be reliable and comes without warranties of any kind. Without further explanation this document cannot be considered complete. Any opinions, estimates or forecasts may be changed at any time without prior warning. If in doubt, please seek independent advice. This document is intended to provide the professional investor with general information about Robeco's specific capabilities but has not been prepared by Robeco as investment research and does not constitute an investment recommendation or advice to buy or sell certain securities or investment products or to adopt any investment strategy or legal, accounting or tax advice. All rights relating to the information in this document are and will remain the property of Robeco. This material may not be copied or shared with the public. No part of this document may be reproduced or published in any form or by any means without Robeco's prior written permission. Investment involves risks. Before investing, please note the initial capital is not guaranteed. Investors should ensure they fully understand the risk associated with any Robeco product or service offered in their country of domicile. Investors should also consider their own investment objective and risk tolerance level. Historical returns are provided for illustrative purposes only. The price of units may go down as well as up and past performance is no guarantee of future results. If the currency in which the past performance is displayed differs from the currency of the country in which you reside, then you should be aware that due to exchange rate fluctuations the performance shown may increase or decrease if converted into your local currency. The performance data do not take account of the commissions and costs incurred when trading securities in client portfolios or for the issue and redemption of units. Unless otherwise stated, performances are i) net of fees based on transaction prices and ii) with dividends reinvested. Please refer to the

prospectus of the Funds for further details. Performance is quoted net of investment management fees. The ongoing charges mentioned in this document are the ones stated in the Fund's latest annual report at closing date of the last calendar year. This document is not directed to or intended for distribution to or for use by any person or entity who is a citizen or resident of or located in any locality, state, country or other jurisdiction where such distribution, document, availability or use would be contrary to law or regulation or which would subject any Fund or Robeco Institutional Asset Management B.V. to any registration or licensing requirement within such jurisdiction. Any decision to subscribe for interests in a Fund offered in a particular jurisdiction must be made solely on the basis of information contained in the prospectus, which information may be different from the information contained in this document. Prospective applicants for shares should inform themselves as to legal requirements which may also apply and any applicable exchange control regulations and taxes in the countries of their respective citizenship, residence or domicile. The Fund information, if any, contained in this document is qualified in its entirety by reference to the prospectus, and this document should, at all times, be read in conjunction with the prospectus. Detailed information on the Fund and associated risks is contained in the prospectus. The prospectus and the Key Information Document (PRIIP) for the Robeco Funds can all be obtained free of charge from Robeco's websites.

## Additional Information for US investors

Robeco is considered "participating affiliate" and some of their employees are "associated persons" of Robeco Institutional Asset Management US Inc. ("RIAM US") as per relevant SEC no-action guidance. Employees identified as associated persons of RIAM US perform activities directly or indirectly related to the investment advisory services provided by RIAM US. In those situations these individuals are deemed to be acting on behalf of RIAM US, a US SEC registered investment adviser. SEC regulations are applicable only to clients, prospects and investors of RIAM US. RIAM US is a wholly owned subsidiary of ORIX Corporation Europe N.V. and offers investment advisory services to institutional clients in the US.

## Additional information for US Offshore investors – Reg S

The Robeco Capital Growth Funds have not been registered under the United States Investment Company Act of 1940, as amended, nor the United States Securities Act of 1933, as amended. None of the shares may be offered or sold, directly or indirectly in the United States or to any US Person. A US Person is defined as (a) any individual who is a citizen or resident of the United States for federal income tax purposes; (b) a corporation, partnership or other entity created or organized under the laws of or existing in the United States; (c) an estate or trust the income of which is subject to United

States federal income tax regardless of whether such income is effectively connected with a United States trade or business. In the United States, this material may be distributed only to a person who is a "distributor", or who is not a "US person", as defined by Regulation S under the U.S. Securities Act of 1933 (as amended).

## Additional Information for investors with residence or seat in Australia and New Zealand

This document is distributed in Australia by Robeco Hong Kong Limited (ARBN 156 512 659) ("RIAM BV"), which is exempt from the requirement to hold an Australian financial services license under the Corporations Act 2001 (Cth) pursuant to ASIC Class Order 03/1103. Robeco is regulated by the Securities and Futures Commission under the laws of Hong Kong and those laws may differ from Australian laws. This document is distributed only to "wholesale clients" as that term is defined under the Corporations Act 2001 (Cth). This document is not intended for distribution or dissemination, directly or indirectly, to any other class of persons. In New Zealand, this document is only available to wholesale investors within the meaning of clause 3(2) of Schedule 1 of the Financial Markets Conduct Act 2013 (FMCA). This document is not intended for public distribution in Australia and New Zealand.

## Additional Information for investors with residence or seat in Austria

This information is solely intended for professional investors or eligible counterparties in the meaning of the Austrian Securities Oversight Act.

## Additional Information for investors with residence or seat in Brazil

The Fund may not be offered or sold to the public in Brazil. Accordingly, the Fund has not been nor will be registered with the Brazilian Securities Commission (CVM), nor has it been submitted to the foregoing agency for approval. Documents relating to the Fund, as well as the information contained therein, may not be supplied to the public in Brazil, as the offering of the Fund is not a public offering of securities in Brazil, nor may they be used in connection with any offer for subscription or sale of securities to the public in Brazil.

## Additional information for investors with residence or seat in Brunei

The Prospectus relates to a private collective investment scheme which is not subject to any form of domestic regulations by the Autoriti Monetari Brunei Darussalam ("Authority"). The Prospectus is intended for distribution only to specific classes of investors as specified in section 20 of the Securities Market Order, 2013, and must not, therefore, be delivered to, or relied on by, a retail client. The Authority is not responsible for reviewing or verifying any prospectus or other documents in connection with this collective investment scheme. The Authority has not approved the Prospectus or any other associated

documents nor taken any steps to verify the information set out in the Prospectus and has no responsibility for it. The units to which the Prospectus relates may be illiquid or subject to restrictions on their resale. Prospective purchasers of the units offered should conduct their own due diligence on the units.

#### **Additional Information for investors with residence or seat in Canada**

No securities commission or similar authority in Canada has reviewed or in any way passed upon this document or the merits of the securities described herein, and any representation to the contrary is an offence. Robeco Institutional Asset Management B.V. relies on the international dealer and international adviser exemption in Quebec and has appointed McCarthy Tétrault LLP as its agent for service in Quebec.

#### **Additional information for investors with residence or seat in the Republic of Chile**

Neither Robeco nor the Funds have been registered with the Comisión para el Mercado Financiero pursuant to Law no. 18.045, the Ley de Mercado de Valores and regulations thereunder. This document does not constitute an offer of or an invitation to subscribe for or purchase shares of the Funds in the Republic of Chile, other than to the specific person who individually requested this information on their own initiative. This may therefore be treated as a "private offering" within the meaning of Article 4 of the Ley de Mercado de Valores (an offer that is not addressed to the public at large or to a certain sector or specific group of the public).

#### **Additional Information for investors with residence or seat in Colombia**

This document does not constitute a public offer in the Republic of Colombia. The offer of the fund is addressed to less than one hundred specifically identified investors. The fund may not be promoted or marketed in Colombia or to Colombian residents, unless such promotion and marketing is made in compliance with Decree 2555 of 2010 and other applicable rules and regulations related to the promotion of foreign funds in Colombia. The distribution of this Prospectus and the offering of Shares may be restricted in certain jurisdictions. The information contained in this Prospectus is for general guidance only, and it is the responsibility of any person or persons in possession of this Prospectus and wishing to make application for Shares to inform themselves of, and to observe, all applicable laws and regulations of any relevant jurisdiction. Prospective applicants for Shares should inform themselves of any applicable legal requirements, exchange control regulations and applicable taxes in the countries of their respective citizenship, residence or domicile.

#### **Additional Information for investors with residence or seat in the Dubai International Financial Centre (DIFC), United Arab Emirates**

This material is distributed by Robeco Institutional Asset Management B.V. (DIFC Branch) located at Office 209, Level 2, Gate Village Building 7, Dubai International Financial Centre, Dubai, PO Box 482060, UAE. Robeco Institutional Asset Management B.V. (DIFC Branch) is regulated by the Dubai Financial

Services Authority ("DFSA") and only deals with Professional Clients or Market Counterparties and does not deal with Retail Clients as defined by the DFSA.

#### **Additional Information for investors with residence or seat in France**

Robeco Institutional Asset Management B.V. is at liberty to provide services in France. Robeco France is a subsidiary of Robeco whose business is based on the promotion and distribution of the group's funds to professional investors in France.

#### **Additional Information for investors with residence or seat in Germany**

This information is solely intended for professional investors or eligible counterparties in the meaning of the German Securities Trading Act.

#### **Additional Information for investors with residence or seat in Hong Kong**

The contents of this document have not been reviewed by the Securities and Futures Commission ("SFC") in Hong Kong. If there is any doubt about any of the contents of this document, independent professional advice should be obtained. This document has been distributed by Robeco Hong Kong Limited ("Robeco"). Robeco is regulated by the SFC in Hong Kong.

#### **Additional information for investors with residence or seat in Indonesia**

The Prospectus does not constitute an offer to sell nor a solicitation to buy securities in Indonesia.

#### **Additional Information for investors with residence or seat in Italy**

This document is considered for use solely by qualified investors and private professional clients (as defined in Article 26 (1) (b) and (d) of Consob Regulation No. 16190 dated 29 October 2007). If made available to Distributors and individuals authorized by Distributors to conduct promotion and marketing activity, it may only be used for the purpose for which it was conceived. The data and information contained in this document may not be used for communications with Supervisory Authorities. This document does not include any information to determine, in concrete terms, the investment inclination and, therefore, this document cannot and should not be the basis for making any investment decisions.

#### **Additional Information for investors with residence or seat in Japan**

This document is considered for use solely by qualified investors and is distributed by Robeco Japan Company Limited, registered in Japan as a Financial Instruments Business Operator, [registered No. the Director of Kanto Local Financial Bureau (Financial Instruments Business Operator), No.2780, Member of Japan Investment Advisors Association].

#### **Additional information for investors with residence or seat in South Korea**

The Management Company is not making any

representation with respect to the eligibility of any recipients of the Prospectus to acquire the Shares therein under the laws of South Korea, including but not limited to the Foreign Exchange Transaction Act and Regulations thereunder. The Shares have not been registered under the Financial Investment Services and Capital Markets Act of Korea, and none of the Shares may be offered, sold or delivered, or offered or sold to any person for re-offering or resale, directly or indirectly, in South Korea or to any resident of South Korea except pursuant to applicable laws and regulations of South Korea.

#### **Additional information for investors with residence or seat in Malaysia**

Generally, no offer or sale of the Shares is permitted in Malaysia unless where a Recognition Exemption or the Prospectus Exemption applies: NO ACTION HAS BEEN, OR WILL BE, TAKEN TO COMPLY WITH MALAYSIAN LAWS FOR MAKING AVAILABLE, OFFERING FOR SUBSCRIPTION OR PURCHASE, OR ISSUING ANY INVITATION TO SUBSCRIBE FOR OR PURCHASE OR SALE OF THE SHARES IN MALAYSIA OR TO PERSONS IN MALAYSIA AS THE SHARES ARE NOT INTENDED BY THE ISSUER TO BE MADE AVAILABLE, OR MADE THE SUBJECT OF ANY OFFER OR INVITATION TO SUBSCRIBE OR PURCHASE, IN MALAYSIA. NEITHER THIS DOCUMENT NOR ANY DOCUMENT OR OTHER MATERIAL IN CONNECTION WITH THE SHARES SHOULD BE DISTRIBUTED, CAUSED TO BE DISTRIBUTED OR CIRCULATED IN MALAYSIA. NO PERSON SHOULD MAKE AVAILABLE OR MAKE ANY INVITATION OR OFFER OR INVITATION TO SELL OR PURCHASE THE SHARES IN MALAYSIA UNLESS SUCH PERSON TAKES THE NECESSARY ACTION TO COMPLY WITH MALAYSIAN LAWS.

#### **Additional Information for investors with residence or seat in Mexico**

The funds have not been and will not be registered with the National Registry of Securities or maintained by the Mexican National Banking and Securities Commission and, as a result, may not be offered or sold publicly in Mexico. Robeco and any underwriter or purchaser may offer and sell the funds in Mexico on a private placement basis to Institutional and Accredited Investors, pursuant to Article 8 of the Mexican Securities Market Law.

#### **Additional Information for investors with residence or seat in Peru**

The Superintendencia del Mercado de Valores (SMV) does not exercise any supervision over this Fund and therefore the management of it. The information the Fund provides to its investors and the other services it provides to them are the sole responsibility of the Administrator. This Prospectus is not for public distribution.

#### **Additional Information for investors with residence or seat in Shanghai**

This material is prepared by Robeco Overseas Investment Fund Management (Shanghai) Limited Company ("Robeco Shanghai") and is only provided to the specific objects under the premise of confidentiality. Robeco Shanghai was registered as a private fund manager with the Asset Management Association of China in September 2018. Robeco Shanghai is a wholly



foreign-owned enterprise established in accordance with the PRC laws, which enjoys independent civil rights and civil obligations. The statements of the shareholders or affiliates in the material shall not be deemed to a promise or guarantee of the shareholders or affiliates of Robeco Shanghai, or be deemed to any obligations or liabilities imposed to the shareholders or affiliates of Robeco Shanghai.

#### **Additional Information for investors with residence or seat in Singapore**

This document has not been registered with the Monetary Authority of Singapore (“MAS”). Accordingly, this document may not be circulated or distributed directly or indirectly to persons in Singapore other than (i) to an institutional investor under Section 304 of the SFA, (ii) to a relevant person pursuant to Section 305(1), or any person pursuant to Section 305(2), and in accordance with the conditions specified in Section 305, of the SFA, or (iii) otherwise pursuant to, and in accordance with the conditions of, any other applicable provision of the SFA. The contents of this document have not been reviewed by the MAS. Any decision to participate in the Fund should be made only after reviewing the sections regarding investment considerations, conflicts of interest, risk factors and the relevant Singapore selling restrictions (as described in the section entitled “Important information for Singapore Investors”) contained in the prospectus. Investors should consult their professional adviser if you are in doubt about the stringent restrictions applicable to the use of this document, regulatory status of the Fund, applicable regulatory protection, associated risks and suitability of the Fund to your objectives. Investors should note that only the Sub-Funds listed in the appendix to the section entitled “Important information for Singapore Investors” of the prospectus (“Sub-Funds”) are available to Singapore investors. The Sub-Funds are notified as restricted foreign schemes under the Securities and Futures Act, Chapter 289 of Singapore (“SFA”) and invoke the exemptions from compliance with prospectus registration requirements pursuant to the exemptions under Section 304 and Section 305 of the SFA. The Sub-Funds are not authorized or recognized by the MAS and shares in the Sub-Funds are not allowed to be offered to the retail public in Singapore. The prospectus of the Fund is not a prospectus as defined in the SFA. Accordingly, statutory liability under the SFA in relation to the content of prospectuses does not apply. The Sub-Funds may only be promoted exclusively to persons who are sufficiently experienced and sophisticated to understand the risks involved in investing in such schemes, and who satisfy certain other criteria provided under Section 304, Section 305 or any other applicable provision of the SFA and the subsidiary legislation enacted thereunder. You should consider carefully whether the investment is suitable for you. Robeco Singapore Private Limited holds a capital markets services license for fund management issued by the MAS and is subject to certain clientele restrictions under such license.

#### **Additional Information for investors with residence or seat in Spain**

Robeco Institutional Asset Management B.V.,

Sucursal en España with identification number W0032687F and having its registered office in Madrid at Calle Serrano 47-14<sup>º</sup>, is registered with the Spanish Commercial Registry in Madrid, in volume 19.957, page 190, section 8, sheet M-351927 and with the National Securities Market Commission (CNMV) in the Official Register of branches of European investment services companies, under number 24. The investment funds or SICAV mentioned in this document are regulated by the corresponding authorities of their country of origin and are registered in the Special Registry of the CNMV of Foreign Collective Investment Institutions marketed in Spain.

#### **Additional Information for investors with residence or seat in South Africa**

Robeco Institutional Asset Management B.V. is registered and regulated by the Financial Sector Conduct Authority in South Africa.

#### **Additional Information for investors with residence or seat in Switzerland**

The Fund(s) are domiciled in Luxembourg. This document is exclusively distributed in Switzerland to qualified investors as defined in the Swiss Collective Investment Schemes Act (CISA). This material is distributed by Robeco Switzerland Ltd, postal address: Josefstrasse 218, 8005 Zurich. ACOLIN Fund Services AG, postal address: Leutschenbachstrasse 50, 8050 Zürich, acts as the Swiss representative of the Fund(s). UBS Switzerland AG, Bahnhofstrasse 45, 8001 Zurich, postal address: Europastrasse 2, P.O. Box, CH-8152 Opfikon, acts as the Swiss paying agent. The prospectus, the Key Information Documents (PRIIP), the articles of association, the annual and semi-annual reports of the Fund(s), as well as the list of the purchases and sales which the Fund(s) has undertaken during the financial year, may be obtained, on simple request and free of charge, at the office of the Swiss representative ACOLIN Fund Services AG. The prospectuses are also available via the website.

#### **Additional Information relating to Robeco-branded funds / services**

Robeco Switzerland Ltd, postal address Josefstrasse 218, 8005 Zurich, Switzerland has a license as asset manager of collective assets from the Swiss Financial Market Supervisory Authority FINMA. The Robeco brand is a registered trademark of Robeco Holding B.V. The brand Robeco is used to market services and products which entail Robeco’s expertise on Sustainable Investing (SI). The brand Robeco is not to be considered as a separate legal entity.

#### **Additional Information for investors with residence or seat in Liechtenstein**

This document is exclusively distributed to Liechtenstein-based, duly licensed financial intermediaries (such as banks, discretionary portfolio managers, insurance companies, fund of funds) which do not intend to invest on their own account into Fund(s) displayed in the document. This material is distributed by Robeco Switzerland Ltd, postal address: Josefstrasse 218, 8005 Zurich, Switzerland. LGT Bank Ltd., Herrengasse 12, FL-9490 Vaduz, Liechtenstein

acts as the representative and paying agent in Liechtenstein. The prospectus, the Key Information Documents (PRIIP) the articles of association, the annual and semi-annual reports of the Fund(s) may be obtained from the representative or via the website.

#### **Additional information for investors with residence or seat in Taiwan**

The contents of this document have not been reviewed by any regulatory authority in Hong Kong. If you are in any doubt about any of the contents of this document, you should obtain independent professional advice. This document has been distributed by Robeco Hong Kong Limited (“Robeco”). Robeco is regulated by the Securities and Futures Commission in Hong Kong.

#### **Additional information for investors with residence or seat in Thailand**

The Prospectus has not been approved by the Securities and Exchange Commission which takes no responsibility for its contents. No offer to the public to purchase the Shares will be made in Thailand and the Prospectus is intended to be read by the addressee only and must not be passed to, issued to, or shown to the public generally.

#### **Additional Information for investors with residence or seat in the United Arab Emirates**

Some Funds referred to in this marketing material have been registered with the UAE Securities and Commodities Authority (“the Authority”). Details of all Registered Funds can be found on the Authority’s website. The Authority assumes no liability for the accuracy of the information set out in this material/document, nor for the failure of any persons engaged in the investment Fund in performing their duties and responsibilities.

#### **Additional Information for investors with residence or seat in the United Kingdom**

Robeco is deemed authorized and regulated by the Financial Conduct Authority. Details of the Temporary Permissions Regime, which allows EEA-based firms to operate in the UK for a limited period while seeking full authorization, are available on the Financial Conduct Authority’s website.

#### **Additional Information for investors with residence or seat in Uruguay**

The sale of the Fund qualifies as a private placement pursuant to section 2 of Uruguayan law 18,627. The Fund must not be offered or sold to the public in Uruguay, except under circumstances which do not constitute a public offering or distribution under Uruguayan laws and regulations. The Fund is not and will not be registered with the Financial Services Superintendency of the Central Bank of Uruguay. The Fund corresponds to investment funds that are not investment funds regulated by Uruguayan law 16,774 dated 27 September 1996, as amended.  
© Q2/2024 Robeco