



PROXY VOTING REPORT

Full Details

Robeco | 01.01.2024 - 31.03.2024

Proxy Voting Full Details Report

Wuxi AppTec Co. Ltd.		Meeting Date: 05.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Direct Repurchase of H Shares in relation to the 2023 H Share Award and Trust Scheme and Cancellation of H Shares	Management	For	For	

Wuxi AppTec Co. Ltd.		Meeting Date: 05.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Direct Repurchase of H Shares in relation to the 2023 H Share Award and Trust Scheme and Cancellation of H Shares	Management	For	For	

TeamLease Services Ltd		Meeting Date: 06.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rajnarayan Ramakrishnan	Management	For	For	

HDFC Bank Ltd.		Meeting Date: 09.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-Elect M.D. Ranganath	Management	For	For	
2	Re-Elect Sandeep Parekh	Management	For	For	
3	Re-Elect and Re-Appoint Sashidhar Jagdishan as Managing Director & CEO; Approval of Remuneration	Management	For	For	
4	Elect and Appoint V. Srinivasa Rangan as Executive Director; Approval of Remuneration	Management	For	For	

Hindustan Unilever Ltd.		Meeting Date: 09.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Tarun Bajaj	Management	For	For	

Saudi National Bank		Meeting Date: 11.01.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratify Appointment of Naif Safouq Al Marshed	Management	For	For	
2	Appointment of Auditor and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.
3	Amendments to Nomination Policy, Criteria and Procedures	Management	For	For	
4	Amendments to NomRem Committee Charter	Management	For	For	
5	Amendments to Audit Committee Charter	Management	For	For	
6	Amendments to Remuneration Policy	Management	For	For	

Kfin Technologies Ltd.		Meeting Date: 13.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Change in Registered Office	Management	For	For	

Mondi		Meeting Date: 15.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Special Dividend	Management	For	For	
2	Share Consolidation	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	

Fuyao Glass Industry Group Co Ltd		Meeting Date: 16.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Fees	Management	For	For	
2	Supervisors' Fees	Management	For	For	
3	Elect CHO Tak Wong	Management	For	Against	Insider on compensation committee
4	Elect TSO Fai	Management	For	For	
5	Elect YE Shu	Management	For	For	
6	Elect CHEN Xiangming	Management	For	For	
7	Elect Anna ZHU Dezhen	Management	For	Against	The nominee serves on the Audit Committee that lacks sufficient independence.
8	Elect WU Shinong	Management	For	For	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect LIU Jing	Management	For	For	
10	Elect XUE Zuyun	Management	For	For	
11	Elect DAT Dzung Hao	Management	For	For	
12	Elect MA Weihua as Supervisor	Management	For	For	
13	Elect CHEN Mingsen as Supervisor	Management	For	For	

Diploma plc Meeting Date: 17.01.2024 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 David S. Lowden	Management	For	For	
4	Elect Jonathan Thomson	Management	For	For	
5	Elect Chris Davies	Management	For	For	
6	Elect Andrew P. Smith	Management	For	For	
7	Elect Anne Thorburn	Management	For	For	
8	Elect Jennifer Ward	Management	For	For	
9	Elect Geraldine Huse	Management	For	For	
10	Elect Dean Finch	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	
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	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Costco Wholesale Corp Meeting Date: 18.01.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Susan L. Decker	Management	For	For	
2	Elect Kenneth D. Denman	Management	For	For	
3	Elect Helena B. Foulkes	Management	For	For	
4	Elect Richard A. Galanti	Management	For	For	
5	Elect Hamilton E. James	Management	For	For	
6	Elect W. Craig Jelinek	Management	For	For	
7	Elect Sally Jewell	Management	For	For	
8	Elect Jeffrey S. Raikes	Management	For	For	
9	Elect John W. Stanton	Management	For	For	
10	Elect Ron M. Vachris	Management	For	For	
11	Elect Mary Agnes Wilderotter	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Shareholder Proposal Regarding Audited Report on Carbon Emission Relevance	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.

Intuit Inc Meeting Date: 18.01.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Eve Burton	Management	For	For	
2	Elect Scott D. Cook	Management	For	For	
3	Elect Richard L. Dalzell	Management	For	For	
4	Elect Sasan Goodarzi	Management	For	For	
5	Elect Deborah Liu	Management	For	For	
6	Elect Tekedra Mawakana	Management	For	For	
7	Elect Suzanne Nora Johnson	Management	For	For	
8	Elect Ryan Roslansky	Management	For	For	
9	Elect Thomas J. Szkutak	Management	For	For	
10	Elect Raul Vazquez	Management	For	For	
11	Elect Eric Yuan	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders.
13	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
14	Ratification of Auditor	Management	For	For	
15	Amendment to the 2005 Equity Incentive Plan	Management	For	For	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Shareholder	Against	Against	The spirit of the proposal is supportive. However, we consider the company's retirement plan options to fall outside the shareholders' remit.

Larsen & Toubro Ltd.

Meeting Date: 18.01.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ajay Tyagi	Management	For	For	
2	Elect P. R. Ramesh	Management	For	For	
3	Related Party Transactions (Larsen Toubro Arabia LLC)	Management	For	Against	Guarantees exceed net assets
4	Related Party Transactions (L&T Metro Rail (Hyderabad Limited))	Management	For	Against	Guarantees exceed net assets

Yantai Jereh Oilfield Services Group

Meeting Date: 18.01.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
2	Amendments to Procedural Rules: Shareholders General Meetings	Management	For	For	
3	Amendments to Procedural Rules: Board Meetings	Management	For	For	
4	Amendments to Work System for Independent Directors	Management	For	For	
5	Amendments to Major Business Transactions Decision-Making System	Management	For	For	
6	Amendments to Connected Transactions Decision-Making System	Management	For	For	
7	Amendments to External Guarantee System	Management	For	For	
8	Amendments to Raised Funds Management System	Management	For	For	
9	Change in the Use of Raised Funds	Management	For	For	

Focusrite Plc

Meeting Date: 19.01.2024

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 Philip Dudderidge	Management	For	For	
4	Elect Timothy Carroll	Management	For	For	
5	Elect Sally McKone	Management	For	For	
6	Elect David Bezem	Management	For	For	
7	Elect Naomi Climer	Management	For	For	
8	Elect Mike Butterworth	Management	For	For	
9	Appointment of Auditor and Authority to Set 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 Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	

Smart Metering Systems Plc

Meeting Date: 22.01.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Scheme of Arrangement	Management	For	For	

Smart Metering Systems Plc

Meeting Date: 22.01.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	KKR Transaction	Management	For	For	

Becton Dickinson & Co.

Meeting Date: 23.01.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect William M. Brown	Management	For	For	
2	Elect Catherine M. Burzik	Management	For	For	
3	Elect Carrie L. Byington	Management	For	For	
4	Elect R. Andrew Eckert	Management	For	For	
5	Elect Claire M. Fraser	Management	For	For	
6	Elect Jeffrey W. Henderson	Management	For	For	
7	Elect Christopher Jones	Management	For	For	
8	Elect Thomas E. Polen	Management	For	For	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Timothy M. Ring	Management	For	For	
10	Elect Bertram L. Scott	Management	For	For	
11	Elect Joanne Waldstreicher	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	

Mitchells & Butlers plc

Meeting Date: 23.01.2024

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	Remuneration Policy	Management	For	For	
4	Elect Amanda Brown	Management	For	For	
5	Elect Keith Browne	Management	For	For	
6	Elect Dave Coplin	Management	For	For	
7	Elect Eddie Irwin	Management	For	For	
8	Elect Bob Ivell	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity; Board - Vote Against when the board is not sufficiently independent according to local standards; Board - Vote Against when the chair of the nomination committee is not independent.
9	Elect Timothy Jones	Management	For	For	
10	Elect Josh Levy	Management	For	For	
11	Elect Jane Moriarty	Management	For	For	
12	Elect Phil Urban	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	Performance Share Plan	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	

Visa Inc

Meeting Date: 23.01.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lloyd A. Carney	Management	For	For	
2	Elect Kermit R. Crawford	Management	For	For	
3	Elect Francisco Javier Fernández Carbajal	Management	For	For	
4	Elect Ramon L. Laguarda	Management	For	For	
5	Elect Teri L. List	Management	For	For	
6	Elect John F. Lundgren	Management	For	For	
7	Elect Ryan McInerney	Management	For	For	
8	Elect Denise M. Morrison	Management	For	For	
9	Elect Pamela Murphy	Management	For	For	
10	Elect Linda J. Rendle	Management	For	For	
11	Elect Maynard G. Webb, Jr.	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	Ratification of Auditor	Management	For	For	
14	Exchange Offer Amendments	Management	For	For	
15	Right to Adjourn Meeting	Management	For	For	
16	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.

Dino Polska SA

Meeting Date: 24.01.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Agenda	Management	For	For	
3	Election of Supervisory Board Member	Management	For	Against	Vote Against when the company has not provided sufficient information.
4	Supervisory Board Member's Fees	Management	For	For	

Avon Protection Plc

Meeting Date: 26.01.2024

Meeting Type: Annual

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

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	Against	Potential for excessive payouts
4	Final Dividend	Management	For	For	
5	Elect Jos (Mark) Sclater	Management	For	For	
6	Elect Rich John Cashin	Management	For	For	
7	Elect Bruce M. Thompson	Management	For	For	
8	Elect Chloe Ponsonby	Management	For	For	
9	Elect Bindi Foyle	Management	For	For	
10	Elect Victor Chavez	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	
19	Amendment to Long-Term Incentive Plan	Management	For	Against	Potential for excessive payouts

Tata Consumer Products Ltd.

Meeting Date: 27.01.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect and Appoint Ajit Sukumar Krishnakumar (Whole-time Director and COO); Approval of Remuneration	Management	For	For	

Bharti Airtel Ltd.

Meeting Date: 28.01.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Douglas Anderson Baillie	Management	For	For	

Hollywood Bowl Group PLC.

Meeting Date: 29.01.2024

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	Special Dividend	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Elect Rachel Addison	Management	For	For	
6	Elect Peter Boddy	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standard
7	Elect Stephen Burns	Management	For	For	
8	Elect Melanie Dickinson	Management	For	For	
9	Elect Laurence Keen	Management	For	For	
10	Elect Julia Porter	Management	For	For	
11	Elect Ivan Schofield	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	

Midea Group Co. Ltd

Meeting Date: 29.01.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Repurchase and Cancellation of Some Incentive Stocks Under the 2018 Restricted Stock Incentive Plan	Management	For	For	
2	Repurchase and Cancellation of Some Incentive Stocks Under the 2019 Restricted Stock Incentive Plan	Management	For	For	
3	Repurchase and Cancellation of Some Incentive Stocks Under the 2021 Restricted Stock Incentive Plan	Management	For	For	
4	Repurchase and Cancellation of Some Incentive Stocks Under the 2022 Restricted Stock Incentive Plan	Management	For	For	
5	Repurchase and Cancellation of Some Incentive Stocks Under the 2023 Restricted Stock Incentive Plan	Management	For	For	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Adjustment of the Guarantee for Controlled Subsidiaries Assets Pool Business	Management	For	Against	Guarantees exceed net assets
7	CHANGE OF THE PURPOSE OF REPURCHASED SHARES FOR CANCELLATION	Management	For	For	

Airports of Thailand Public Company Limited

Meeting Date: 30.01.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Matters to be Informed	Management	For	For	
2	Results of Operations	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Elect Somsak Phusakul	Management	For	Against	Board is not sufficiently independent
6	Elect Salagjit Pongsirichan	Management	For	Against	Board is not sufficiently independent
7	Elect Manat Chavanaprayoon	Management	For	Against	Board is not sufficiently independent
8	Elect Chirute Visalachitra	Management	For	Against	Board is not sufficiently independent
9	Elect Trithip Sivakrskul	Management	For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
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

AJ Bell plc

Meeting Date: 30.01.2024

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 Fiona Clutterbuck	Management	For	For	
5	Elect Michael Summersgill	Management	For	For	
6	Elect Peter Birch	Management	For	For	
7	Elect Roger Stott	Management	For	For	
8	Elect Evelyn Bourke	Management	For	For	
9	Elect Eamonn Flanagan	Management	For	For	
10	Elect Fiona Fry	Management	For	For	
11	Elect Margaret Hassall	Management	For	For	
12	Elect Les Platts	Management	For	For	
13	Elect Simon Turner	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	

Auction Technology Group Plc

Meeting Date: 30.01.2024

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 Breon Corcoran	Management	For	For	
4	Elect John-Paul Savant	Management	For	For	
5	Elect Tom Hargreaves	Management	For	For	
6	Elect Scott Forbes	Management	For	For	
7	Elect Morgan Seigler	Management	For	For	
8	Elect Pauline Reader	Management	For	For	
9	Elect Suzanne Baxter	Management	For	For	
10	Elect Tamsin Todd	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	

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

SSP Group Plc

Meeting Date: 30.01.2024

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	UK and International Share Incentive Plans	Management	For	For	
5	Final Dividend	Management	For	For	
6	Elect Mike Clasper	Management	For	For	
7	Elect Patrick F. Coveney	Management	For	For	
8	Elect Jonathan Davies	Management	For	For	
9	Elect Carolyn Bradley	Management	For	For	
10	Elect Tim Lodge	Management	For	For	
11	Elect Judy Vezmar	Management	For	For	
12	Elect Kelly L. Kuhn	Management	For	For	
13	Elect Apurvi Sheth	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	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	

Accenture plc

Meeting Date: 31.01.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jaime Ardila	Management	For	For	
2	Elect Martin Bruder Müller	Management	For	For	
3	Elect Alan Jope	Management	For	For	
4	Elect Nancy McKinstry	Management	For	Against	Serves on too many boards
5	Elect Beth E. Mooney	Management	For	For	
6	Elect Gilles Pélisson	Management	For	For	
7	Elect Paula A. Price	Management	For	For	
8	Elect Venkata Renduchintala	Management	For	For	
9	Elect Arun Sarin	Management	For	For	
10	Elect Julie Sweet	Management	For	For	
11	Elect Tracey T. Travis	Management	For	Against	Serves on too many boards
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost
13	Amendment to the 2010 Share Incentive Plan	Management	For	For	
14	Amendment to the 2010 Employee Stock Purchase Plan	Management	For	For	
15	Appointment of Auditor and Authority to Set Fees	Management	For	For	
16	Authority to Issue Shares	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authorize the Price Range at which the Company can Re-allot Treasury Shares	Management	For	For	

China Overseas Land & Investment Ltd.

Meeting Date: 31.01.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Cooperation Agreement	Management	For	For	

Imperial Brands Plc

Meeting Date: 31.01.2024

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 Thérèse Esperdy	Management	For	For	
6	Elect Stefan Bomhard	Management	For	For	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Susan M. Clark	Management	For	For	
8	Elect Diane de Saint Victor	Management	For	For	
9	Elect Ngozi Edozien	Management	For	For	
10	Elect Alan Johnson	Management	For	For	
11	Elect Robert Kunze-Concewitz	Management	For	For	
12	Elect Lukas Paravicini	Management	For	For	
13	Elect Jon Stanton	Management	For	For	
14	Elect Andrew Gilchrist	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 Repurchase Shares	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Clicks Group Limited

Meeting Date: 01.02.2024

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	Re-elect Bertina D. Engelbrecht	Management	For	For	
4	Elect Richard Inskip	Management	For	For	
5	Re-elect Mfundiso Johnson N. (JJ) Njeke	Management	For	For	
6	Elect Kandimathie (Christine) Ramon	Management	For	For	
7	Election of Audit and Risk Committee Member (Richard Inskip)	Management	For	For	
8	Election of Audit and Risk Committee Member (Nomgando Matyumza)	Management	For	For	
9	Election of Audit and Risk Committee Member (Mfundiso Njeke)	Management	For	For	
10	Election of Audit and Risk Committee Member (Sango Ntsaluba)	Management	For	For	
11	Election of Audit and Risk Committee Member (Kandimathie Christine Ramon)	Management	For	For	
12	Approve Remuneration Policy	Management	For	For	
13	Approve Remuneration Implementation Report	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	
15	Approve NEDs' Fees	Management	For	For	
16	Approve Financial Assistance	Management	For	For	

Sage Group plc

Meeting Date: 01.02.2024

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 Roisin Donnelly	Management	For	For	
5	Elect Andrew J. Duff	Management	For	For	
6	Elect Sangeeta Anand	Management	For	For	
7	Elect Dr. John Bates	Management	For	For	
8	Elect Jonathan Bewes	Management	For	For	
9	Elect Maggie Chan Jones	Management	For	For	
10	Elect Annette Court	Management	For	For	
11	Elect Derek Harding	Management	For	For	
12	Elect Steve Hare	Management	For	For	
13	Elect Jonathan Howell	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	

Proxy Voting Full Details Report

Golub Capital BDC Inc		Meeting Date: 02.02.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect John T. Baily	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Kenneth F. Bernstein	Management	For	Against	No independent lead or presiding director
3	Ratification of Auditor	Management	For	For	
Manchester United Plc.		Meeting Date: 05.02.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Adoption of New Articles	Management	For	For	
Qinetiq Group		Meeting Date: 06.02.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares	Management	For	For	
Future Plc		Meeting Date: 07.02.2024			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 Richard N.L. Huntingford	Management	For	For	
5	Elect Jon Steinberg	Management	For	For	
6	Elect Meredith E. Amdur	Management	For	For	
7	Elect Mark Brooker	Management	For	For	
8	Elect Rob Hattrell	Management	For	For	
9	Elect Penny Ladkin-Brand	Management	For	For	
10	Elect Alan Newman	Management	For	For	
11	Elect Angela Seymour-Jackson	Management	For	For	
12	Elect Ivana Kirkbride	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 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	
Grainger Plc		Meeting Date: 07.02.2024			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 S. Clare	Management	For	For	
5	Elect Helen Gordon	Management	For	For	
6	Elect Robert J. Hudson	Management	For	For	
7	Elect Justin R. Read	Management	For	For	
8	Elect Janette Bell	Management	For	For	
9	Elect Carol Hui	Management	For	For	
10	Elect Michael Brodtman	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 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	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

Proxy Voting Full Details Report

Jumbo S.A.		Meeting Date: 07.02.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Special Dividend	Management	For	For	

Benchmark Holdings Plc		Meeting Date: 08.02.2024			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 lacks clawback provisions under the Short-Term Incentive Plan.
3	Appointment of Auditor	Management	For	For	
4	Authority to Set Auditor's Fees	Management	For	For	
5	Elect Trond Williksen	Management	For	For	
6	Elect Kristian Eikre	Management	For	For	
7	Elect Septima Maguire	Management	For	For	
8	Elect Peter George	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
9	Elect Yngve Myhre	Management	For	For	
10	Elect Jonathan Esfandi	Management	For	For	
11	Elect Torgeir Svae	Management	For	For	
12	Elect Marie Danielsson	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	

Compass Group Plc		Meeting Date: 08.02.2024			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 Petros Parras	Management	For	For	
5	Elect Leanne Wood	Management	For	For	
6	Elect Ian K. Meakins	Management	For	For	
7	Elect Dominic Blakemore	Management	For	For	
8	Elect Palmer Brown	Management	For	For	
9	Elect Stefan Bomhard	Management	For	For	
10	Elect John A. Bryant	Management	For	For	
11	Elect Arlene Isaacs-Lowe	Management	For	For	
12	Elect Anne-Francoise Nesmes	Management	For	For	
13	Elect Sundar Raman	Management	For	For	
14	Elect Nelson Luiz Costa Silva	Management	For	For	
15	Elect Ireena Vittal	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	

Easyjet plc		Meeting Date: 08.02.2024			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 Stephen Hester	Management	For	For	
5	Elect Johan Lundgren	Management	For	For	
6	Elect Kenton Jarvis	Management	For	For	
7	Elect Catherine Bradley	Management	For	For	
8	Elect Ryanne van der Eijk	Management	For	For	
9	Elect Harald Eisenächer	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Moni Mannings	Management	For	For	
11	Elect David Robbie	Management	For	For	
12	Elect Detlef Trefzger	Management	For	For	
13	Elect Susan M. Clark	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	

Siemens AG

Meeting Date: 08.02.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratify Roland Busch	Management	For	For	
3	Ratify Cedrik Neike	Management	For	For	
4	Ratify Matthias Rebellius	Management	For	For	
5	Ratify Ralf P. Thomas	Management	For	For	
6	Ratify Judith Wiese	Management	For	For	
7	Ratify Jim Hagemann Snabe	Management	For	For	
8	Ratify Birgit Steinborn	Management	For	For	
9	Ratify Werner Brandt	Management	For	For	
10	Ratify Tobias Bäuml	Management	For	For	
11	Ratify Michael Diekmann	Management	For	For	
12	Ratify Regina E. Dugan	Management	For	For	
13	Ratify Andrea Fehrmann	Management	For	For	
14	Ratify Bettina Haller	Management	For	For	
15	Ratify Oliver Hartmann	Management	For	For	
16	Ratify Keryn Lee James	Management	For	For	
17	Ratify Harald Kern	Management	For	For	
18	Ratify Jürgen Kerner	Management	For	For	
19	Ratify Martina Merz	Management	For	For	
20	Ratify Christian Pfeiffer	Management	For	For	
21	Ratify Benoît Potier	Management	For	For	
22	Ratify Hagen Reimer	Management	For	For	
23	Ratify Norbert Reithofer	Management	For	For	
24	Ratify Kasper Rørsted	Management	For	For	
25	Ratify Baroness Nemat Shafik	Management	For	For	
26	Ratify Nathalie von Siemens	Management	For	For	
27	Ratify Michael Sigmund	Management	For	For	
28	Ratify Dorothea Simon	Management	For	For	
29	Ratify Grazia Vittadini	Management	For	For	
30	Ratify Matthias Zachert	Management	For	For	
31	Ratify Gunnar Zukunft	Management	For	For	
32	Appointment of Auditor	Management	For	For	
33	Management Board Remuneration Policy	Management	For	For	
34	Remuneration Report	Management	For	For	
35	Increase in Authorised Capital	Management	For	For	
36	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	

Victrex plc

Meeting Date: 09.02.2024

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 Vivienne Cox	Management	For	For	
5	Elect Jane Toogood	Management	For	For	
6	Elect Janet Ashdown	Management	For	For	
7	Elect Brendan Connolly	Management	For	For	
8	Elect David J. Thomas	Management	For	For	
9	Elect Rosalind C. Rivaz	Management	For	For	
10	Elect Jakob Sigurdsson	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Ian Melling	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	

JPMorgan UK Smaller Companies Investment Trust plc Meeting Date: 12.02.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares pursuant to Combination with JPMorgan Mid Cap Investment Trust plc	Management	For	For	
2	Amendments to Articles (NED fees)	Management	For	For	
3	Reduction in Share Premium Account	Management	For	For	

KGHM Polska Miedz S.A. Meeting Date: 13.02.2024 Meeting Type: Special

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	Shareholder Proposal Regarding Changes to Supervisory Board Composition	Shareholder	N/A	Against	Nominees not disclosed
5	Shareholder Proposal Regarding Coverage of Meeting Costs	Shareholder	N/A	For	

Suven Pharmaceuticals Ltd. Meeting Date: 13.02.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of Suven Pharmaceuticals Limited Employee Stock Option Plan 2023	Management	For	Against	Exercise price at discretion of administrator
2	Extension of Suven Pharmaceuticals Limited Employee Stock Option Plan 2023 to Subsidiaries	Management	For	Against	Exercise price at discretion of administrator

Dr. Reddy's Laboratories Ltd. Meeting Date: 14.02.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sanjiv Soshil Mehta	Management	For	For	

Fair Isaac Corp. Meeting Date: 14.02.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Braden R. Kelly	Management	For	For	
2	Elect Fabiola R. Arredondo	Management	For	For	
3	Elect James D. Kirsner	Management	For	For	
4	Elect William J. Lansing	Management	For	For	
5	Elect Eva Manolis	Management	For	For	
6	Elect Marc F. McMorris	Management	For	For	
7	Elect Joanna Rees	Management	For	For	
8	Elect David A. Rey	Management	For	For	
9	Elect H. Tayloe Stansbury	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders.
11	Ratification of Auditor	Management	For	For	

TRITAX EUROBOX PLC Meeting Date: 14.02.2024 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 Robert S. Orr	Management	For	For	
4	Elect Taco de Groot	Management	For	For	
5	Elect Keith Mansfield	Management	For	For	
6	Elect Eva-Lotta Sjöstedt	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Sarah Whitney	Management	For	For	
8	Appointment of Auditor	Management	For	For	
9	Authority to Set Auditor's Fees	Management	For	For	
10	Dividend Policy	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	
15	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Infosys Ltd Meeting Date: 20.02.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Chitra Nayak	Management	For	For	

Infosys Ltd Meeting Date: 20.02.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nitin Keshav Paranjpe	Management	For	For	

Aristocrat Leisure Meeting Date: 22.02.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Neil Chatfield	Management	For	For	
2	Elect Jennifer Aument	Management	For	For	
3	Equity Grant (MD/CEO Trevor Croker)	Management	For	For	
4	Approve NED Rights Plan	Management	For	For	
5	Remuneration Report	Management	For	For	

RWS Holdings plc Meeting Date: 22.02.2024 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 lacks of clawback provisions under the Short-Term Incentive Plan.
3	Final Dividend	Management	For	For	
4	Elect Julie Southern	Management	For	For	
5	Elect Andrew Stephen Brode	Management	For	For	
6	Elect David H. Clayton	Management	For	For	
7	Elect Frances Earl	Management	For	For	
8	Elect Gordon M. Stuart	Management	For	For	
9	Elect Ian El-Mokadem	Management	For	For	
10	Elect Candida Davies	Management	For	For	
11	Elect Paul Abbott	Management	For	For	
12	Elect Graham Cooke	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	

Chemring Group plc Meeting Date: 23.02.2024 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 Carl-Peter Forster	Management	For	For	
5	Elect Alpna Amar	Management	For	For	
6	Elect Laurie Bowen	Management	For	For	
7	Elect Andrew O. Davies	Management	For	For	
8	Elect Sarah L. Ellard	Management	For	For	
9	Elect Stephen A. King	Management	For	For	
10	Elect Fiona MacAulay	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect James Mortensen	Management	For	For	
12	Elect Michael Ord	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	

Infineon Technologies AG		Meeting Date: 23.02.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratify Jochen Hanebeck	Management	For	For	
3	Ratify Constanze Hufenbecher	Management	For	For	
4	Ratify Sven Schneider	Management	For	For	
5	Ratify Andreas Urschitz	Management	For	For	
6	Ratify Rutger Wijburg	Management	For	For	
7	Ratify Herbert Diess	Management	For	For	
8	Ratify Xiaoqun Clever-Steg	Management	For	For	
9	Ratify Johann Dechant	Management	For	For	
10	Ratify Wolfgang Eder	Management	For	For	
11	Ratify Friedrich Eichiner	Management	For	For	
12	Ratify Annette Engelfried	Management	For	For	
13	Ratify Peter Gruber	Management	For	For	
14	Ratify Klaus Helmrich	Management	For	For	
15	Ratify Hans-Ulrich Holdenried	Management	For	For	
16	Ratify Susanne Lachenmann	Management	For	For	
17	Ratify Géraldine Picaud	Management	For	For	
18	Ratify Manfred Puffer	Management	For	For	
19	Ratify Melanie Riedl	Management	For	For	
20	Ratify Jürgen Scholz	Management	For	For	
21	Ratify Ulrich Spiesshofer	Management	For	For	
22	Ratify Margret Suckale	Management	For	For	
23	Ratify Mirco Synde	Management	For	For	
24	Ratify Diana Vitale	Management	For	For	
25	Ratify Ute Wolf	Management	For	For	
26	Appointment of Auditor	Management	For	For	
27	Elect Ute Wolf	Management	For	For	
28	Elect Hermann Eul	Management	For	For	
29	Supervisory Board Remuneration Policy	Management	For	For	
30	Increase in Authorised Capital	Management	For	For	
31	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	
32	Remuneration Report	Management	For	For	

Yunnan Baiyao Group Co. Ltd.		Meeting Date: 23.02.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect ZHANG Wenxue	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Change Of The Purpose Of Repurchased Shares And Cancellation Of The Repurchased	Management	For	For	

LXI REIT Plc		Meeting Date: 27.02.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Scheme of Arrangement	Management	For	For	

LXI REIT Plc		Meeting Date: 27.02.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	LondonMetric Transaction	Management	For	For	

Proxy Voting Full Details Report

AB Dynamics plc		Meeting Date: 28.02.2024			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 lacks clawback provisions under the Short-Term Incentive Plan.
3	Final Dividend	Management	For	For	
4	Elect Richard Elsy	Management	For	For	
5	Elect Louise Evans	Management	For	For	
6	Elect Richard Hickinbotham	Management	For	For	
7	Elect Sarah Matthews-DeMers	Management	For	For	
8	Elect James Routh	Management	For	For	
9	Appointment of Auditor and Authority to Set 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	

Apple Inc		Meeting Date: 28.02.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Wanda M. Austin	Management	For	For	
2	Elect Timothy D. Cook	Management	For	For	
3	Elect Alex Gorsky	Management	For	For	
4	Elect Andrea Jung	Management	For	For	
5	Elect Arthur D. Levinson	Management	For	For	
6	Elect Monica C. Lozano	Management	For	For	
7	Elect Ronald D. Sugar	Management	For	For	
8	Elect Susan L. Wagner	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.
11	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 company's ESG efforts.
12	Shareholder Proposal Regarding Curating and Managing Disputes Concerning App Content	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
13	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.
14	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.
15	Shareholder Proposal Regarding Congruency Report on Privacy and Human Rights Policies	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.

Deere & Co.		Meeting Date: 28.02.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Leanne G. Caret	Management	For	For	
2	Elect Tamra A. Erwin	Management	For	For	
3	Elect Alan C. Heuberger	Management	For	For	
4	Elect L. Neil Hunn	Management	For	For	
5	Elect Michael O. Johanns	Management	For	For	
6	Elect Clayton M. Jones	Management	For	For	
7	Elect John C. May	Management	For	For	
8	Elect Gregory R. Page	Management	For	For	
9	Elect Sherry M. Smith	Management	For	For	
10	Elect Dmitri L. Stockton	Management	For	For	
11	Elect Sheila G. Talton	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Sustainability Congruency Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
15	Shareholder Proposal Regarding Civil Rights Audit	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
16	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

Abu Dhabi Islamic Bank		Meeting Date: 29.02.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Auditor's Report	Management	For	For	
3	Sharia Supervisory Committee Report	Management	For	Against	The company has not provided sufficient information.

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Financial Statements	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Ratification of Board Acts	Management	For	For	
8	Ratification of Auditor's Acts	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.
10	Amendments to Articles	Management	For	For	
11	Authority to Issue Senior Sukuk	Management	For	For	

Gokaldas Exports Ltd.

Meeting Date: 29.02.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Increase in Authorized Capital and Amendment to Memorandum	Management	For	For	
2	Preferential Issuance of Shares	Management	For	For	
3	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
4	Amendments to the GEL Employee Stock Option Plan 2022	Management	For	Against	Exercise price at discretion of administrator

IntegraFin Holdings Plc

Meeting Date: 29.02.2024

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 Richard Cranfield	Management	For	Against	Board – Vote Against when the board fails to incorporate basic considerations for gender diversity
4	Elect Alexander Scott	Management	For	For	
5	Elect Jonathan Gunby	Management	For	For	
6	Elect Michael Howard	Management	For	For	
7	Elect Euan W. Marshall	Management	For	For	
8	Elect Caroline J. Banzky	Management	For	For	
9	Elect Victoria Cochrane	Management	For	For	
10	Elect Rita Dhut	Management	For	For	
11	Elect Charles Robert Lister	Management	For	For	
12	Elect Christopher I.C. Munro	Management	For	For	
13	Appointment of Auditor	Management	For	Against	Non-audit fees are excessive.
14	Authority to Set Auditor's Fees	Management	For	Against	Non-audit fees are 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	

Kone Corp.

Meeting Date: 29.02.2024

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	Ratification of Board and CEO Acts	Management	For	For	
4	Remuneration Report	Management	For	Against	Performance metrics are not disclosed; Performance targets not disclosed
5	Remuneration Policy	Management	For	Against	Performance metrics are not disclosed; Incentive limit not disclosed; Performance targets not disclosed
6	Directors' Fees	Management	For	For	
7	Board Size	Management	For	For	
8	Elect Matti Alahuhta	Management	For	For	
9	Elect Susan Duinhoven	Management	For	For	
10	Elect Marika Fredriksson	Management	For	For	
11	Elect Antti Herlin	Management	For	Against	No independent lead or presiding director
12	Elect Iiris Herlin	Management	For	For	
13	Elect Jussi Herlin	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.
14	Elect Timo Ihamuotila	Management	For	Against	Potential overcommitment
15	Elect Ravi Kant	Management	For	For	
16	Elect Krishna Mikkilineni	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	Number of Auditors	Management	For	For	
19	Appointment of Auditor	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
Bank Rakyat Indonesia (Persero) Tbk PT		Meeting Date: 01.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Partnership and Community Development Program Report	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	For	
5	Use of Proceeds	Management	For	For	
6	Amendments to Articles	Management	For	Against	Vote Against when the company has not provided sufficient information.
7	Election of Directors and/or Commissioners	Management	For	Against	Vote Against when the company has not provided sufficient information.
Sona BLW Precision Forgings Ltd.		Meeting Date: 01.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Manisha Girotra	Management	For	For	
CMS Info Systems Ltd.		Meeting Date: 02.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Manju Agarwal	Management	For	For	
2	Elect Sayali Karanjkar	Management	For	For	
Aberforth Smaller Companies Trust plc		Meeting Date: 05.03.2024		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 Davidson	Management	For	For	
5	Elect Jaz Bains	Management	For	For	
6	Elect Patricia Dimond	Management	For	For	
7	Elect Victoria Stewart	Management	For	For	
8	Elect Martin Warner	Management	For	For	
9	Appointment of Auditor	Management	For	For	
10	Authority to Set Auditor's Fees	Management	For	For	
11	Increase in NED Fee Cap	Management	For	For	
12	Authority to Repurchase Shares	Management	For	For	
Hindustan Unilever Ltd.		Meeting Date: 05.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Adoption of Hindustan Unilever Limited Performance Share Plan Scheme 2024 (HUL PSP 2024)	Management	For	Against	Remuneration - Vote Against when remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of directors.
2	Extension of HUL PSP 2024 to Employees of Subsidiary Companies	Management	For	Against	Remuneration - Vote Against when remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of directors.
Novartis AG		Meeting Date: 05.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Approval of Non-Financial Statement Reports	Management	For	For	
3	Ratification of Board and Management Acts	Management	For	For	
4	Allocation of Dividends	Management	For	For	
5	Cancellation of Shares and Reduction in Share Capital	Management	For	For	
6	Board Compensation	Management	For	For	
7	Executive Compensation (Total)	Management	For	For	
8	Compensation Report	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Jörg Reinhardt as Board Chair	Management	For	For	
10	Elect Nancy C. Andrews	Management	For	For	
11	Elect Ton Büchner	Management	For	For	
12	Elect Patrice Bula	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
13	Elect Elizabeth Doherty	Management	For	For	
14	Elect Bridgette P. Heller	Management	For	For	
15	Elect Daniel Hochstrasser	Management	For	For	
16	Elect Frans van Houten	Management	For	For	
17	Elect Simon Moroney	Management	For	For	
18	Elect Ana de Pro Gonzalo	Management	For	For	
19	Elect Charles L. Sawyers	Management	For	For	
20	Elect William T. Winters	Management	For	For	
21	Elect John D. Young	Management	For	For	
22	Elect Patrice Bula as Compensation Committee Member	Management	For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
23	Elect Bridgette P. Heller as Compensation Committee Member	Management	For	For	
24	Elect Simon Moroney as Compensation Committee Chair	Management	For	For	
25	Elect William T. Winters as Compensation Committee Member	Management	For	For	
26	Appointment of Auditor	Management	For	For	
27	Appointment of Independent Proxy	Management	For	For	
28	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise

Orsted A/S

Meeting Date: 05.03.2024

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	Ratification of Board and Management Acts	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Board Size	Management	For	For	
6	Elect Lene Skole-Sørensen as Chair	Management	For	For	
7	Elect Andrew R. D. Brown as Vice Chair	Management	For	For	
8	Elect Peter Korsholm	Management	For	For	
9	Elect Dieter Wemmer	Management	For	For	
10	Elect Julia King	Management	For	For	
11	Elect Annica Bresky	Management	For	For	
12	Directors' Fees	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Appointment of Sustainability Auditor	Management	For	For	

HCL Technologies Ltd.

Meeting Date: 06.03.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Bhavani Balasubramanian	Management	For	For	

Paragon Banking Group Plc

Meeting Date: 06.03.2024

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 Zoe Howorth	Management	For	For	
5	Elect Robert D. East	Management	For	For	
6	Elect Nigel S. Terrington	Management	For	For	
7	Elect Richard Woodman	Management	For	For	
8	Elect Tanvi Davda	Management	For	For	
9	Elect Peter A. Hill	Management	For	For	
10	Elect Alison Morris	Management	For	For	
11	Elect Barbara Ridpath	Management	For	For	
12	Elect Hugo R. Tudor	Management	For	Against	The nominee serves on the Audit Committee that lacks sufficient independence.
13	Elect Graeme Yorston	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	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
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 Issue Additional Tier 1 Securities w/ Preemptive Rights	Management	For	For	
22	Authority to Issue Additional Tier 1 Securities w/o Preemptive Rights	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Bank Mandiri (Persero) Tbk PT

Meeting Date: 07.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Partnership and Community Development Program Report	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	For	
5	Report of Proceed from Green Bonds	Management	For	For	
6	Update on Recovery Plan	Management	For	For	
7	Amendments to Articles	Management	For	Against	The company has not provided sufficient information.
8	Election of Directors and/or Commissioners	Management	For	Against	The company has not provided sufficient information. Board - Vote Against when the chair of the remuneration is not independent.

XPS Pensions Group Plc

Meeting Date: 07.03.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Policy	Management	For	For	

Banco Bradesco S.A.

Meeting Date: 11.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ava Cohn to the Supervisory Council Presented by Preferred Shareholders	Management	N/A	For	

Adient plc

Meeting Date: 12.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Julie L. Bushman	Management	For	For	
2	Elect Peter H. Carlin	Management	For	For	
3	Elect Ricky T. Dillon	Management	For	For	
4	Elect Jerome J. Dorlack	Management	For	For	
5	Elect Jodi E. Eddy	Management	For	For	
6	Elect Richard A. Goodman	Management	For	For	
7	Elect José M. Gutiérrez	Management	For	For	
8	Elect Frederick A. Henderson	Management	For	For	
9	Elect Barbara J. Samardzich	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Advisory Vote on Executive Compensation	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	

Impax Asset Management Group Plc

Meeting Date: 12.03.2024

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	Elect Sally Bridgeland	Management	For	For	
4	Elect Ian Simm	Management	For	For	
5	Elect Arnaud de Servigny	Management	For	For	
6	Elect Annette Wilson	Management	For	For	
7	Elect Lindsey Brace Martinez	Management	For	For	
8	Elect William Simon O'Regan	Management	For	For	
9	Elect Karen Cockburn	Management	For	For	
10	Elect Julia Bond	Management	For	For	
11	Appointment of Auditor	Management	For	For	
12	Authority to Set Auditor's Fees	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Final Dividend	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	

ADNOC Drilling Company PJSC

Meeting Date: 13.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Meeting Procedures	Management	For	For	
2	Directors' Report	Management	For	For	
3	Auditor's Report	Management	For	For	
4	Financial Statements	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Ratification of Board Acts	Management	For	For	
8	Ratification of Auditor's Acts	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.
10	Election of Directors	Management	For	Against	The company has not provided sufficient information; The company does not sufficiently address the impact of climate change on their businesses.

Agilent Technologies Inc.

Meeting Date: 14.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mala Anand	Management	For	For	
2	Elect KOH Boon Hwee	Management	For	Against	Insufficient gender diversity on the board.
3	Elect Michael R. McMullen	Management	For	For	
4	Elect Daniel K. Podolsky	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	N/A	For	The proposal requests changes which improve shareholder rights.

Bank Central Asia Tbk PT

Meeting Date: 14.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits	Management	For	For	
3	Directors' and Commissioners' Fees	Management	For	Against	Excessive bonus
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	
5	Allocation of Interim Dividends for Fiscal Year 2024	Management	For	For	
6	Approval of Revised Recovery Plan	Management	For	For	

DSV AS

Meeting Date: 14.03.2024

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	Remuneration Report	Management	For	Against	Short performance period
5	Elect Thomas Plenborg	Management	For	For	
6	Elect Jørgen Møller	Management	For	For	
7	Elect Marie-Louise Aamund	Management	For	For	
8	Elect Beat Walti	Management	For	For	
9	Elect Niels Smedegaard	Management	For	For	
10	Elect Tarek Sultan Al-Essa	Management	For	For	
11	Elect Benedikte Leroy	Management	For	For	
12	Elect Helle Østergaard Kristiansen	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Reduce Share Capital	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	
16	Indemnification of Directors	Management	For	For	
17	Amendments to Articles	Management	For	For	
18	Shareholder Proposal Regarding Reporting on Human Rights	Shareholder	For	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards

Proxy Voting Full Details Report

Chrysalis Investments Limited		Meeting Date: 15.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Continuation of Investment Trust	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Appointment of Auditor	Management	For	Against	Audit fees are excessive.
4	Authority to Set Auditor's Fees	Management	For	Against	Audit fees are excessive.
5	Remuneration Report	Management	For	For	
6	Elect Andrew Haining	Management	For	For	
7	Elect Stephen Coe	Management	For	For	
8	Elect Anne Ewing	Management	For	For	
9	Elect Timothy Cruttenden	Management	For	For	
10	Elect Simon Holden	Management	For	For	
11	Elect Margaret O'Connor	Management	For	For	
12	Dividend Policy	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	

Chrysalis Investments Limited		Meeting Date: 15.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Related Party Transactions	Management	For	For	

Kia Corporation		Meeting Date: 15.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Elect CHOI Jun Young	Management	For	Against	Insufficient compensation committee independence requirement
3	Elect LEE In Kyung	Management	For	For	
4	Election of Audit Committee Member: LEE In Kyung	Management	For	For	
5	Election of Independent Director to Be Appointed as Audit Committee Member: JHO Wha Sun	Management	For	For	
6	Directors' Fees	Management	For	For	

Maruti Suzuki India Ltd.		Meeting Date: 15.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kazunari Yamaguchi	Management	For	Against	Board is not sufficiently independent
2	Appointment of Kazunari Yamaguchi (Whole-time Director); Approval of Remuneration	Management	For	For	

Samsung Biologics Co Ltd		Meeting Date: 15.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Elect SEO Seung Hwan	Management	For	For	
3	ELECTION OF AUDIT COMMITTEE MEMBER: SEO SEUNG HWAN	Management	For	For	
4	Directors' Fees	Management	For	Against	Excessive compensation

Samsung C&T Corp.		Meeting Date: 15.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements	Management	For	For	
2	Allocation of Profits/Dividends (Board Proposal)	Management	For	Do Not Vote	Favor alternate dividend proposal
3	Allocation of Profits/Dividends Issue (Shareholder Proposal)	Shareholder	Against	For	Reasonable request; Adequate financial flexibility; Performance and disclosure concerns
4	Capital Reduction by Cancellation of Treasury Shares	Management	For	For	
5	Purchase of Treasury Shares (Shareholder Proposal)	Shareholder	Against	For	Reasonable request; Adequate financial flexibility; Performance and disclosure concerns
6	Elect CHOI Joong Kyung	Management	For	For	
7	Elect KIM Kyung Soo	Management	For	Against	Board is not sufficiently independent; Professional Services Relationship
8	Elect OH Se Chul	Management	For	For	
9	Elect LEE Joon Seo	Management	For	Against	Board is not sufficiently independent
10	Elect LEE Jae Eon	Management	For	For	
11	Election of Audit Committee Member: CHOI Joong Kyung	Management	For	For	
12	Directors' Fees	Management	For	Against	Excessive compensation

Proxy Voting Full Details Report

Bajaj Finance Ltd		Meeting Date: 19.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to Borrowing Powers	Management	For	For	
2	Authority to Mortgage Assets	Management	For	For	
3	Elect Anami N Roy	Management	For	For	
4	Elect Naushad Darius Forbes	Management	For	For	
5	Re-designation of Anup Kumar Saha as Deputy Managing Director; Approval of Remuneration	Management	For	For	
6	Amendment to the Employee Stock Option Scheme 2009	Management	For	For	
7	Extend Employee Stock Option Scheme 2009 to Employees of Holding and/or Subsidiary Companies	Management	For	Against	Plan does not disclose performance targets. The performance period is too short.

Crest Nicholson Holdings Plc		Meeting Date: 19.03.2024		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 William Floydd	Management	For	For	
4	Elect Margaret Semple	Management	For	For	
5	Elect Iain G.T. Ferguson	Management	For	For	
6	Elect Peter M. Truscott	Management	For	For	
7	Elect David Arnold	Management	For	For	
8	Elect Louise Hardy	Management	For	For	
9	Elect Octavia Morley	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	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	

ITC Ltd.		Meeting Date: 19.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Atul Singh	Management	For	For	
2	Elect Pushpa Subrahmanyam	Management	For	For	

Bank Btpn Syariah Tbk PT		Meeting Date: 20.03.2024		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', Commissioners' and Sharia Supervisory Board's Fees	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	
5	Amendments to Articles	Management	For	For	
6	Report of Transfer of Treasury Shares	Management	For	For	

Hindalco Industries Ltd.		Meeting Date: 20.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-appointment of Praveen Kumar Maheshwari (Whole-time Director); Approval of Remuneration	Management	For	For	
2	Elect Arun Adhikari	Management	For	For	
3	Elect Sushil Agarwal	Management	For	For	
4	Elect Vikas Balia	Management	For	Against	
5	Re-appointment of Satish Pai (Managing Director); Approval of Remuneration	Management	For	Against	Compensation policy is not in best interests of shareholders

Hyundai Mobis		Meeting Date: 20.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Keith Witek	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent; Related party transactions
4	Elect PARK Ki Tae	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Election of Audit Committee Member: Keith Witek	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent; Related party transactions
6	Election of Independent Director to Be Appointed as Audit Committee Member: KANG Jina	Management	For	Against	Responsible for lack of board independence
7	Directors' Fees	Management	For	For	
8	Amendments to Articles	Management	For	For	

Samsung Electronics

Meeting Date: 20.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Elect SHIN Je Yoon	Management	For	For	
3	Election of Independent Director to Be Appointed as Audit Committee Member: CHO Hye Kyung	Management	For	For	
4	Election of Audit Committee Member: YOO Myung Hee	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Amendments to Articles	Management	For	For	

Samsung Fire & Marine Insurance

Meeting Date: 20.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Election of Independent Director: SUNG Yung Hoon	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent; Professional Services Relationship
3	Elect LEE Moon Hwa	Management	For	Against	Board is not sufficiently independent
4	Elect HONG Seong Woo	Management	For	Against	Insufficient nominating committee independence
5	Election of Audit Committee Member: SUNG Yung Hoon	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent
6	Directors' Fees	Management	For	For	

Samsung SDI Co. Ltd.

Meeting Date: 20.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Elect KIM Jong Seong	Management	For	For	
3	Elect PARK Jin	Management	For	For	
4	Directors' Fees	Management	For	For	

Stora Enso Oyj

Meeting Date: 20.03.2024

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	Ratification of Board and CEO Acts	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Board Size	Management	For	For	
7	Election of Directors	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
8	Authority to Set Auditor's Fees	Management	For	For	
9	Appointment of Auditor	Management	For	For	
10	Authority to Repurchase Shares	Management	For	For	
11	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	

Svenska Handelsbanken AB (publ)

Meeting Date: 20.03.2024

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	Minutes	Management	For	For	
5	Compliance with the Rules of Convocation	Management	For	For	
6	Accounts and Reports	Management	For	For	
7	Allocation of Profits/Dividends	Management	For	For	
8	Remuneration Report	Management	For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Ratification of Board and CEO Acts	Management	For	For	
10	Authority to Repurchase and Reissue Shares	Management	For	For	
11	Authority to Trade in Company Stock	Management	For	For	
12	Authority to Issue Shares w or w/o Preemptive Rights (Contingent Convertible Securities)	Management	For	For	
13	Amendments to Articles	Management	For	For	
14	Board Size	Management	For	For	
15	Number of Auditors	Management	For	For	
16	Directors and Auditors' Fees	Management	For	For	
17	Elect Jon Fredrik Baksaas	Management	For	Against	Board - Vote against when the audit committee is not sufficiently independent.
18	Elect Hélène Barnekow	Management	For	For	
19	Elect Stina Bergfors	Management	For	For	
20	Elect Hans Biörck	Management	For	For	
21	Elect Pär Boman	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.
22	Elect Kerstin Hessius	Management	For	For	
23	Elect Louise Lindh	Management	For	For	
24	Elect Fredrik Lundberg	Management	For	For	
25	Elect Ulf Riese	Management	For	For	
26	Election of Pär Boman 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.
27	Appointment of Auditor	Management	For	For	
28	Remuneration Policy	Management	For	For	
29	Appointment of Special Auditor	Management	For	Against	The company has not provided sufficient information.
30	Shareholder Proposal Regarding Change to Software for Checking Customers' Payments	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.

ABB Ltd.		Meeting Date: 21.03.2024		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	The compensation plan lacks clawback provisions under the Short-Term Incentive Plan.
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	Board Compensation	Management	For	For	
7	Executive Compensation (Total)	Management	For	Against	The compensation plan lacks clawback provisions under the Short-Term Incentive Plan.
8	Elect David E. Constable	Management	For	For	
9	Elect Frederico Fleury Curado	Management	For	For	
10	Elect Lars Förberg	Management	For	For	
11	Elect Johan Forssell	Management	For	For	
12	Elect Denise C. Johnson	Management	For	For	
13	Elect Jennifer Xin-Zhe Li	Management	For	For	
14	Elect Geraldine Matchett	Management	For	For	
15	Elect David Meline	Management	For	For	
16	Elect Mats Rahmström	Management	For	For	
17	Elect Peter R. Voser as Board Chair	Management	For	For	
18	Elect David E. Constable as Compensation Committee Member	Management	For	For	
19	Elect Frederico Fleury Curado as Compensation Committee Member	Management	For	For	
20	Elect Jennifer Xin-Zhe Li as Compensation Committee Member	Management	For	For	
21	Appointment of Independent Proxy	Management	For	For	
22	Appointment of Auditor	Management	For	For	
23	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise

Arca Continental S.A.B. de C.V.		Meeting Date: 21.03.2024		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	Allocation of Profits/Dividends	Management	For	For	
3	Authority to Repurchase Shares	Management	For	For	
4	Cancellation of Shares	Management	For	For	
5	Election of Directors, Verification of Directors' Independence Status; Fees; Election of Board Secretary	Management	For	For	
6	Committee's Members Fees; Election of the Chair of the Audit Committee	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Election of Meeting Delegates	Management	For	For	
8	Minutes	Management	For	For	

Arca Continental S.A.B. de C.V.

Meeting Date: 21.03.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
2	Election of Meeting Delegates	Management	For	For	
3	Minutes	Management	For	For	

BB Biotech AG

Meeting Date: 21.03.2024

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 Acts	Management	For	For	
4	Elect Thomas von Planta	Management	For	For	
5	Elect Clive A. Meanwell	Management	For	For	
6	Elect Laura J. Hamill	Management	For	For	
7	Elect Pearl S. Huang	Management	For	For	
8	Elect Mads Krogsgaard Thomsen	Management	For	For	
9	Elect Camilla Soenderby	Management	For	For	
10	Elect Clive A. Meanwell as Compensation and Nominating Committee Member	Management	For	For	
11	Elect Mads Krogsgaard Thomsen as Compensation and Nominating Committee Member	Management	For	For	
12	Board Compensation	Management	For	For	
13	Appointment of Independent Proxy	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise

Godrej Properties Ltd.

Meeting Date: 21.03.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-appointment of Pirojsha Godrej (Whole-time Director designated as Executive Chair); Approval of Remuneration	Management	For	For	
2	Related Party Transactions	Management	For	For	

Hangzhou Tigermed Consulting Co Ltd

Meeting Date: 21.03.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect LIU Yuwen	Management	For	For	

Hyundai Motor

Meeting Date: 21.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Elect SHIM Dal Hoon	Management	For	For	
3	Elect CHANG Jae Hoon	Management	For	For	
4	Elect LEE Dong Seok	Management	For	For	
5	Elect LEE Seung Jo	Management	For	For	
6	Election of Independent Director to Be Appointed as Audit Committee Member: LEE Ji Yun	Management	For	For	
7	Election of Audit Committee Member: SHIM Dal Hoon	Management	For	For	
8	Directors' Fees	Management	For	For	

Lg Innotek Co

Meeting Date: 21.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Amendments to Articles	Management	For	For	
3	Elect MOON Hyuk Soo	Management	For	For	
4	Elect PARK JI Hwan	Management	For	For	
5	Elect LEE Sang Woo	Management	For	For	
6	Directors' Fees	Management	For	For	

Proxy Voting Full Details Report

Nordea Bank Abp		Meeting Date: 21.03.2024			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	Ratification of Board and CEO Acts	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Remuneration Policy	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Board Size	Management	For	For	
8	Elect Stephen Hester	Management	For	For	
9	Elect Petra van Hoeken	Management	For	For	
10	Elect John Maltby	Management	For	For	
11	Elect Risto Murto	Management	For	For	
12	Elect Lene Skole	Management	For	For	
13	Elect Per Strömberg	Management	For	For	
14	Elect Jonas Synnergren	Management	For	For	
15	Elect Arja Talma	Management	For	For	
16	Elect Kjersti Wiklund	Management	For	For	
17	Elect Lars Rohde	Management	For	For	
18	Authority to Set Auditor's Fees	Management	For	For	
19	Appointment of Auditor	Management	For	For	
20	Authority to Set Sustainability Reporting Auditor's Fees	Management	For	For	
21	Appointment of Auditor for Sustainability Reporting	Management	For	For	
22	Authority to Issue Contingent Convertible Securities w/ or w/o Preemptive Rights	Management	For	For	
23	Authority to Trade in Company Stock (Repurchase)	Management	For	For	
24	Authority to Trade in Company Stock (Transfer)	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Issuance of Treasury Shares	Management	For	For	
27	Shareholder Proposal Regarding Aligning Business Strategy to the Paris Agreement	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.

Novo Nordisk		Meeting Date: 21.03.2024			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 Report	Management	For	For	
4	Directors' Fees	Management	For	For	
5	Indemnification of the Board of Directors	Management	For	For	
6	Indemnification of the Executive Management	Management	For	For	
7	Amendments to Articles	Management	For	For	
8	Remuneration Policy	Management	For	For	
9	Election of Helge Lund as Chair	Management	For	For	
10	Election of Henrik Poulsen as Vice Chair	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
11	Elect Laurence Debroux	Management	For	For	
12	Elect Andreas Fibig	Management	For	For	
13	Elect Sylvie Grégoire	Management	For	For	
14	Elect Kasim Kutay	Management	For	For	
15	Elect Christina Choi Lai Law	Management	For	For	
16	Elect Martin Mackay	Management	For	Abstain	Potential overcommitment
17	Appointment of Auditor	Management	For	Against	Audit fees are excessive.
18	Cancellation of Shares	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	

Orion Corp.		Meeting Date: 21.03.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Amendments to Articles	Management	For	For	
3	Elect LEE Wook	Management	For	For	
4	Elect SONG Chan Yeop	Management	For	For	
5	Election of Audit Committee Member: LEE Wook	Management	For	For	
6	Election of Audit Committee Member: SONG Chan Yeop	Management	For	For	
7	Directors' Fees	Management	For	Against	Excessive compensation

Proxy Voting Full Details Report

POSCO Holdings Inc		Meeting Date: 21.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends; Audit/Financials - Vote Against the approval of accounts if there are concerns on reliability of accounts or followed procedures.
2	Amendments to Articles	Management	For	For	
3	Elect CHANG In Hwa	Management	For	For	
4	Elect JEONG Ki Seop	Management	For	For	
5	Elect KIM Jun Hyung	Management	For	For	
6	Elect KIM Ki Soo	Management	For	For	
7	Elect YOO Young Sook	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
8	Elect KWON Tae Kyun	Management	For	For	
9	Election of Independent Director to Be Appointed as Audit Committee Member: PARK Sung Wook	Management	For	For	
10	Directors' Fees	Management	For	For	
Sociedad Quimica Y Minera de Chile S.A.		Meeting Date: 21.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Disclosure of the Status of Negotiations between Company and Codelco	Shareholder	N/A	For	
2	Shareholder Proposal Regarding Disclosure of the Acts and Contracts under Memorandum of Agreement between Company and Codelco	Shareholder	N/A	For	
3	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise
Akbank Turk Anonim Sirketi		Meeting Date: 22.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Opening; Election of Presiding Council	Management	For	For	
2	Presentation of Directors' Report	Management	For	For	
3	Presentation of Auditor's Report	Management	For	For	
4	Financial Statements	Management	For	For	
5	Ratification of Co-Option of Sabri Hakan Binbasgil	Management	For	For	
6	Ratification of Board Acts	Management	For	For	
7	Allocation of Profits/Dividends	Management	For	Against	The company has not provided sufficient information.
8	Approval of Allocation of a Special Fund	Management	For	For	
9	Election of Directors; Board Term Length	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent, Board - Vote Against when the remuneration committee is not sufficiently 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.
10	Directors' Fees	Management	For	Against	The company has not provided sufficient information.
11	Appointment of Auditor	Management	For	For	
12	Presentation of Report on Charitable Donations	Management	For	For	
13	Limit on Charitable Donations	Management	For	For	
14	Authority to Carry out Competing Activities or Related Party Transactions	Management	For	For	
15	Presentation of Compensation Policy	Management	For	For	
16	Presentation of Board Diversity Policy	Management	For	For	
17	Presentation of Report on Repurchase of Shares	Management	For	For	
Cemex S.A.B. De C.V.		Meeting Date: 22.03.2024		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	Authority to Repurchase Shares	Management	For	For	
4	Extend Restricted Stock Plan	Management	For	For	
5	Elect Rogelio Zambrano Lozano	Management	For	For	
6	Elect Fernando Ángel González Olivieri	Management	For	For	
7	Elect Marcelo Zambrano Lozano	Management	For	For	
8	Elect Armando J. García Segovia	Management	For	For	
9	Elect Francisco Javier Fernández Carbajal	Management	For	For	
10	Elect Rodolfo García Muriel	Management	For	For	
11	Elect Armando Garza Sada	Management	For	For	
12	Elect David Martínez Guzmán	Management	For	For	
13	Elect Everardo Elizondo Almaguer	Management	For	For	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Elect Ramiro Gerardo Villarreal Morales	Management	For	For	
15	Elect Gabriel Jaramillo Sanint	Management	For	For	
16	Elect Isabel María Aguilera Navarro	Management	For	For	
17	Elect María de Lourdes Melgar Palacios	Management	For	For	
18	Elect Roger Saldana Madero as Board Secretary	Management	For	For	
19	Elect René Delgadillo Galván as Board Deputy Secretary	Management	For	For	
20	Elect Everardo Elizondo Almaguer as Audit Committee Chair	Management	For	For	
21	Elect Francisco Javier Fernández Carbajal as Audit Committee Member	Management	For	For	
22	Elect Gabriel Jaramillo Sanint as Audit Committee Member	Management	For	For	
23	Elect Roger Saldaña Madero as Audit Committee Secretary	Management	For	For	
24	Elect René Delgadillo Galván as Audit Committee Deputy Secretary	Management	For	For	
25	Elect Francisco Javier Fernández-Carbajal as Corporate Governance Committee Member	Management	For	For	
26	Elect Rodolfo García Muriel as Corporate Governance Committee Member	Management	For	For	
27	Elect Ramiro Gerardo Villarreal Morales as Corporate Governance Committee Member	Management	For	For	
28	Elect Roger Saldaña Madero as Corporate Governance Committee Secretary	Management	For	For	
29	Elect René Delgadillo Galván as Corporate Governance Committee Deputy Secretary	Management	For	For	
30	Elect Armando J. García Segovia as ESG Committee Chair	Management	For	For	
31	Elect Marcelo Zambrano Lozano as ESG Committee Member	Management	For	For	
32	Elect Isabel Aguilera Navarro as ESG Committee Member	Management	For	For	
33	Elect María de Lourdes Melgar Palacios as ESG Committee Member	Management	For	For	
34	Elect Roger Saldaña Madero as ESG Committee Secretary	Management	For	For	
35	Elect René Delgadillo Galván as ESG Committee Deputy Secretary	Management	For	For	
36	Directors' and Committee Members' Fees	Management	For	For	
37	Election of Meeting Delegates	Management	For	For	

Fomento Economico Mexicano S.A.B. de C.V.

Meeting Date: 22.03.2024

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	Allocation of Profits/Dividends	Management	For	For	
3	Report on Share Purchase Program; Authority to Repurchase Shares	Management	For	For	
4	Elect José Antonio Fernández Carbajal	Management	For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
5	Elect Bárbara Garza Lagüera Gonda	Management	For	For	
6	Elect Mariana Garza Lagüera Gonda	Management	For	For	
7	Elect Francisco José Calderón Rojas	Management	For	For	
8	Elect Alfonso Garza Garza	Management	For	For	
9	Elect Bertha Paula Michel González	Management	For	For	
10	Elect Alejandro Baillères Gual	Management	For	For	
11	Elect Paulina Garza Lagüera Gonda	Management	For	For	
12	Elect Olga González Aponte	Management	For	For	
13	Elect Michael Larson	Management	For	For	
14	Elect Ricardo Saldivar Escajadillo	Management	For	For	
15	Elect Víctor Alberto Tiburcio Celorio	Management	For	For	
16	Elect Daniel I. Alegre	Management	For	For	
17	Elect Gibu Thomas	Management	For	For	
18	Elect Elane B. Stock	Management	For	For	
19	Elect Michael Kahn as Alternate Director	Management	For	For	
20	Elect Francisco Zambrano Rodriguez as Alternate Director	Management	For	For	
21	Elect Alfonso Gonzalez Migoya as Alternate Director	Management	For	For	
22	Elect Jaime A. El Koury as Alternate Director	Management	For	For	
23	Director's Fees; Verification of Directors' Independence Status; Election of Board Chair, Non-Member Secretary and alternate	Management	For	For	
24	Election of Board Committee Members and Chairs; Fees	Management	For	For	
25	Election of Meeting Delegates	Management	For	For	
26	Minutes	Management	For	For	

Kao Corporation

Meeting Date: 22.03.2024

Meeting Type: Annual

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

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Yoshihiro Hasebe	Management	For	For	
3	Elect Masakazu Negoro	Management	For	For	
4	Elect Toru Nishiguchi	Management	For	For	
5	Elect David J. Muenz	Management	For	For	
6	Elect Osamu Shinobe	Management	For	For	
7	Elect Eriko Sakurai	Management	For	For	
8	Elect Takaaki Nishii	Management	For	For	
9	Elect Makoto Takashima	Management	For	For	
10	Elect Saeko Arai as Statutory Auditor	Management	For	For	
11	Amendment to the Equity Compensation Plan	Management	For	For	
12	Statutory Auditors' Fees	Management	For	For	

KB Financial Group Inc

Meeting Date: 22.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Elect LEE Jae Keun	Management	For	For	
3	Elect OH Gyu Taeg	Management	For	For	
4	Elect CHOI Jae Hong	Management	For	For	
5	Elect LEE Myung Hwal	Management	For	For	
6	Election of Independent Director to Be Appointed as Audit Committee Member: KWON Seon Joo	Management	For	For	
7	Election of Audit Committee Member: CHO Wha Joon	Management	For	For	
8	Election of Audit Committee Member: OH Gyu Taeg	Management	For	For	
9	Election of Audit Committee Member: KIM Sung Yong	Management	For	For	
10	Directors' Fees	Management	For	For	

Godrej Consumer Products Ltd

Meeting Date: 23.03.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sumeet Narang	Management	For	For	

Al Rajhi Bank

Meeting Date: 24.03.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Financial Statements	Management	For	For	
3	Auditors' Report	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Interim Dividend	Management	For	For	
6	Authority to Pay Interim Dividends	Management	For	For	
7	Appointment of Auditors and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.
8	Directors' Fees	Management	For	For	
9	Audit Committee Fees	Management	For	For	
10	Amendments to Audit Committee Charter	Management	For	Against	Amendment is not in best interests of shareholders
11	Amendments to Remuneration Policy	Management	For	For	
12	Amendments to Board Nomination and Membership Policy	Management	For	For	
13	Board Transactions	Management	For	For	
14	Amendments to Articles	Management	For	For	
15	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 1)	Management	For	For	
16	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 2)	Management	For	For	
17	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 3)	Management	For	For	
18	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 4)	Management	For	For	
19	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 5)	Management	For	For	
20	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 6)	Management	For	For	
21	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 7)	Management	For	For	
22	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 8)	Management	For	For	

Proxy Voting Full Details Report

Advanced Info Service Public Company Limited		Meeting Date: 25.03.2024		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	Appointment of Auditor and Authority to Set Fees	Management	For	For	
5	Elect Kan Trakulhoon	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
6	Elect Gerardo C. Ablaza Jr.	Management	For	For	
7	Elect Mark CHONG Chin Kok	Management	For	For	
8	Elect Smith Banomyong	Management	For	For	
9	Directors' Fees	Management	For	Against	Excessive bonus
10	Amendments to Articles	Management	For	For	
11	Transaction of Other Business	Management	For	Against	Granting unfettered discretion is unwise

Commercial International Bank - Egypt CIB		Meeting Date: 25.03.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Corporate Governance Report	Management	For	For	
3	Auditors' Report	Management	For	For	
4	Financial Statements	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Authority to Increase Capital Pursuant to Employee Stock Ownership Plan	Management	For	For	
7	Board Changes	Management	For	For	
8	Ratification of Board Acts	Management	For	For	
9	Directors' Fees	Management	For	For	
10	Appointment of Auditors and Authority to Set Fees	Management	For	For	
11	Charitable Donations	Management	For	Against	Insufficient information provided
12	Board Transactions	Management	For	For	
13	Authority to Issue Bonds or Subordinated Loans or Deposits	Management	For	For	

Digital 9 Infrastructure Plc		Meeting Date: 25.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to Investment Policy and Objective	Management	For	For	

L G Chemical		Meeting Date: 25.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Amendments to Articles	Management	For	For	
3	Elect CHA Dong Seok	Management	For	For	
4	Election of Independent Director to Be Appointed as Audit Committee Member: LEE Young Han	Management	For	For	
5	Directors' Fees	Management	For	For	

Spandana Sphoorty Financial Ltd.		Meeting Date: 25.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Related Party with Criss Financial Limited (FY2023-24)	Management	For	For	
2	Related Party with Criss Financial Limited (FY2024-25)	Management	For	For	

Asahi Group Holdings Ltd.		Meeting Date: 26.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Akiyoshi Koji	Management	For	For	
3	Elect Atsushi Katsuki	Management	For	For	
4	Elect Keizo Tanimura	Management	For	For	
5	Elect Kaoru Sakita	Management	For	For	
6	Elect Christina L. Ahmadjian	Management	For	For	
7	Elect Kenichiro Sasae	Management	For	For	
8	Elect Tetsuji Ohashi	Management	For	For	
9	Elect Mari Matsunaga	Management	For	For	
10	Elect Naoko Nishinaka	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Chika Sato	Management	For	For	
12	Elect Melanie Brock	Management	For	For	
13	Elect Akiko Oshima as Statutory Auditor	Management	For	For	
14	Directors' Fees	Management	For	For	
15	Statutory Auditors' Fees	Management	For	For	

Inpex Corporation

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Takayuki Ueda	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 Kenji Kawano	Management	For	For	
4	Elect Hitoshi Okawa	Management	For	For	
5	Elect Daisuke Yamada	Management	For	For	
6	Elect Toshiaki Takimoto	Management	For	For	
7	Elect Jun Yanai	Management	For	For	
8	Elect Norinao Iio	Management	For	For	
9	Elect Atsuko Nishimura	Management	For	For	
10	Elect Tomoo Nishikawa	Management	For	For	
11	Elect Hideka Morimoto	Management	For	For	

JYP Entertainment Corporation

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Elect LEE Ji Young	Management	For	For	
3	Elect PARK Wan	Management	For	Against	Audit committee met an insufficient number of times
4	Elect GONG Tae Yong	Management	For	For	
5	Elect YOON Hyung Geun	Management	For	For	
6	Election of Audit Committee Member: PARK Wan	Management	For	Against	Audit committee met an insufficient number of times
7	Election of Audit Committee Member: GONG Tae Yong	Management	For	For	
8	Election of Audit Committee Member: YOON Hyung Geun	Management	For	For	
9	Directors' Fees	Management	For	For	

LG Electronics Inc

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Amendments to Articles	Management	For	For	
3	Elect KIM Chang Tae	Management	For	For	
4	Election of Independent Director to Be Appointed as Audit Committee Member: KANG Soo Jin	Management	For	For	
5	Directors' Fees	Management	For	For	

Naver Co Ltd

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Article 48 - Audit Committee	Management	For	For	
3	Article 56 - Dividend Record Date	Management	For	For	
4	Article 17-2 - Issuance of Bonds	Management	For	For	
5	Election of Independent Director to Be Appointed as Audit Committee Member: BYUN Jae Sang	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent; Related party transactions
6	Elect Samuel Rhee	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent; Related party transactions
7	Election of Audit Committee Member: Samuel Rhee	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent; Related party transactions
8	Directors' Fees	Management	For	For	

Renesas Electronics Corporation

Meeting Date: 26.03.2024

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	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Amendments to Articles	Management	For	For	
4	Elect Hidetoshi Shibata	Management	For	Against	Nominee is the CEO and serves on the Compensation Committee.
5	Elect Jiro Iwasaki	Management	For	For	
6	Elect Selena Loh Lacroix	Management	For	For	
7	Elect Noboru Yamamoto	Management	For	For	
8	Elect Takuya Hirano	Management	For	For	
9	Elect Tomoko Mizuno	Management	For	For	

Shiseido Company Limited

Meeting Date: 26.03.2024

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 Masahiko Uotani	Management	For	For	
4	Elect Kentaro Fujiwara	Management	For	For	
5	Elect Hiromi Anno @ Hiromi Hara	Management	For	For	
6	Elect Takeshi Yoshida	Management	For	For	
7	Elect Kanoko Oishi	Management	For	For	
8	Elect Shinsaku Iwahara	Management	For	For	
9	Elect Mariko Tokuno	Management	For	For	
10	Elect Yoshihiko Hatanaka	Management	For	For	
11	Elect Hiroshi Ozu	Management	For	For	
12	Elect Yasuko Goto	Management	For	For	
13	Elect Ritsuko Nonomiya	Management	For	For	

SKF AB

Meeting Date: 26.03.2024

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	Ratification of Hans Stråberg	Management	For	For	
7	Ratification of Hock Goh	Management	For	For	
8	Ratification of Geert Follens	Management	For	For	
9	Ratification of Håkan Buskhe	Management	For	For	
10	Ratification of Susanna Schneeberger	Management	For	For	
11	Ratification of Rickard Gustafson	Management	For	For	
12	Ratification of Beth Ferreira	Management	For	For	
13	Ratification of Therese Friberg	Management	For	For	
14	Ratification of Richard Nilsson	Management	For	For	
15	Ratification of Niko Pakalén	Management	For	For	
16	Ratification of Jonny Hillbert	Management	For	For	
17	Ratification of Zarko Djurovic	Management	For	For	
18	Ratification of Thomas Eliasson	Management	For	For	
19	Ratification of Steve Norrman	Management	For	For	
20	Ratification of Rickard Gustafsson (CEO)	Management	For	For	
21	Board Size	Management	For	For	
22	Directors' Fees	Management	For	For	
23	Elect Hans Stråberg	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
24	Elect Hock Goh	Management	For	For	
25	Elect Geert Follens	Management	For	For	
26	Elect Håkan Buskhe	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 Susanna Schneeberger	Management	For	For	
28	Elect Rickard Gustafson	Management	For	For	
29	Elect Beth Ferreira	Management	For	For	
30	Elect Therese Friberg	Management	For	For	
31	Elect Richard Nilsson	Management	For	For	
32	Elect Niko Pakalén	Management	For	For	
33	Elect Hans Stråberg as Chair of the Board	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
34	Remuneration Report	Management	For	For	
35	Approve Performance Share Programme 2024	Management	For	For	

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Credicorp Ltd		Meeting Date: 27.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Emirates Central Cooling Systems Corporation PJSC		Meeting Date: 27.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Meeting Procedures	Management	For	For	
2	Directors' Report	Management	For	For	
3	Auditor's Report	Management	For	For	
4	Financial Statements	Management	For	For	
5	Interim Dividend (H1 FY2023)	Management	For	For	
6	Interim Dividend (H2 FY2023)	Management	For	For	
7	Approve Dividends Policy; Authority to Pay Interim Dividends	Management	For	For	
8	Directors' Fees	Management	For	For	
9	Ratification of Board Acts	Management	For	For	
10	Ratification of Auditor's Acts	Management	For	For	
11	Approve Additional Auditor's Fees	Management	For	For	
12	Appointment of Auditor and Authority to Set Fees	Management	For	Against	The company has not provided sufficient information.

ICICI Bank Ltd.		Meeting Date: 27.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Scheme of Arrangement with ICICI Securities	Management	For	For	

Shimano Inc.		Meeting Date: 27.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Yoza Shimano	Management	For	For	
3	Elect Taizo Shimano	Management	For	For	
4	Elect Takashi Toyoshima	Management	For	For	
5	Elect Masahiro Tsuzaki	Management	For	For	
6	Elect Masayoshi Yoshimoto as Statutory Auditor	Management	For	Against	Statutory auditor board is not sufficiently independent
7	Elect Yukihiko Kondo as Alternate Statutory Auditor	Management	For	For	

SK Hynix Inc		Meeting Date: 27.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Amendments to Articles	Management	For	For	
3	Election of Inside Director: AHN Hyun	Management	For	For	
4	Election of Independent Director: SOHN Hyun Chul	Management	For	For	
5	Election of Non-executive Director: JANG Yong Ho	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
6	Election of Independent Director to Be Appointed as Audit Committee Member: YANG Dong Hoon	Management	For	For	
7	Directors' Fees	Management	For	For	
8	Amendments to Executive Officer Retirement Allowance Policy	Management	For	For	

SK Inc		Meeting Date: 27.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Elect JANG Yong Ho	Management	For	For	
3	Elect KIM Seon Hee	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards; Board - Vote Against when the remuneration committee is not sufficiently independent; Board - Vote Against when the nomination committee is not sufficiently independent
4	Election of Independent Director to Be Appointed as Audit Committee Member: YOON Chi Won	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Amendments to Executive Officer Retirement Allowance Policy	Management	For	For	

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DBS Group Holdings Ltd		Meeting Date: 28.03.2024		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	Appointment of Auditor and Authority to Set Fees	Management	For	For	
5	Elect Piyush Gupta	Management	For	For	
6	Elect CHNG Kai Fong	Management	For	For	
7	Elect Judy Lee	Management	For	For	
8	Elect David Ho Hing-Yuen	Management	For	For	
9	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
10	AUTHORITY TO ISSUE SHARES PURSUANT TO THE DBSH SCRIP DIVIDEND SCHEME	Management	For	For	
11	Authority to Repurchase and Reissue Shares	Management	For	For	

F&F Co Ltd.		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Amendments to Articles	Management	For	Against	Not in shareholders' best interests
3	Election of Directors (Slate)	Management	For	For	
4	Election of Audit Committee Member: BAE Joon Keun	Management	For	For	
5	Election of Independent Director to Be Appointed as Audit Committee Members (Slate)	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Corporate Auditors' Fees	Management	For	For	

Hanon Systems		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Election of Directors (Slate)	Management	For	For	
3	Election of Audit Committee Members (Slate)	Management	For	For	
4	Directors' Fees	Management	For	For	

Koh Young Technology Inc.		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Article 54, 16	Management	For	For	
3	Article 15-2	Management	For	For	
4	Directors' Fees	Management	For	For	
5	Corporate Auditors' Fees	Management	For	For	

Marcopolo S.A.		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ademar Baroni to the Supervisory Council Presented by Preferred Shareholders	Management	For	For	

NC Soft Corporation		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Articles (Improvement of Dividend Allocation Procedures)	Management	For	For	
3	Articles (Other Changes)	Management	For	For	
4	Elect KIM Taek Jin	Management	For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
5	Elect PARK Byeog Mu	Management	For	For	
6	Election of Independent Director to Be Appointed as Audit Committee Member: LEE Jae Ho	Management	For	For	
7	Directors' Fees	Management	For	For	

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SK Innovation		Meeting Date: 28.03.2024			Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale	
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends; Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.	
2	Amendments to Articles	Management	For	For		
3	Elect PARK Sang Gyu	Management	For	For		
4	Elect KANG Dong Su	Management	For	For		
5	Elect JANG Yong Ho	Management	For	For		
6	Elect LEE Ji Eun	Management	For	For		
7	Election of Independent Director to Be Appointed as Audit Committee Member: BAEK Bok Hyeon	Management	For	For		
8	Election of Audit Committee Member: LEE Ji Eun	Management	For	For		
9	Amendments to Executive Officer Retirement Allowance Policy	Management	For	For		
10	Directors' Fees	Management	For	For		
TIM SA		Meeting Date: 28.03.2024			Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale	
1	Accounts and Reports	Management	For	For	Potential unknown nominees w/o shareholder approval	
2	Allocation of Profits/Dividends	Management	For	For		
3	Ratify Co-Option of Gigliola Bonino	Management	For	For		
4	Supervisory Council Size	Management	For	For		
5	Election of Supervisory Council	Management	For	For		
6	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against		
7	Request Separate Election for Supervisory Council Member (Minority/Preferred)	Management	N/A	Against		The company has not provided sufficient information,
8	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.
TIM SA		Meeting Date: 28.03.2024			Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale	
1	Extension of Cooperation and Support Agreement	Management	For	For		
2	Approval of the Long-Term Incentive Plan	Management	For	For		
3	Amendments to Articles	Management	For	For		
Coforge Ltd.		Meeting Date: 29.03.2024			Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale	
1	Re-elect Mary Beth Boucher	Management	For	For		
2	Elect Anil Kumar Chanana	Management	For	For		
3	Elect Durgesh Kumar Singh	Management	For	For		
4	Amendment to and Grant of Awards under the Coforge Employee Stock Option Plan 2005	Management	For	For		
HDFC Bank Ltd.		Meeting Date: 29.03.2024			Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale	
1	Revision of Non-Executive Directors' Remuneration	Management	For	For		
2	Elect Harsh Kumar Bhanwala	Management	For	For		
3	Related Party Transactions with HDB Financial Services Limited	Management	For	For		
4	Related Party Transactions with HDFC Securities Limited	Management	For	For		
5	Related Party Transactions with HDFC Life Insurance Company Limited	Management	For	For		
6	Related Party Transactions with HDFC ERGO General Insurance Company Limited	Management	For	For		
7	Related Party Transactions with HDFC Credila Financial Services Limited	Management	For	For		
8	Related Party Transactions with HCL Technologies Limited	Management	For	For		
HPSP Co. Ltd.		Meeting Date: 29.03.2024			Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale	
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.	
2	Amendments to Articles	Management	For	For		

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Elect SONG Jong Ho	Management	For	For	
4	Election of Audit Committee Member: SONG Jong Ho	Management	For	For	
5	Share Option Grant	Management	For	For	
6	Directors' Fees	Management	For	For	

TAV Havalimanlari Holding Anonim Sirketi

Meeting Date: 29.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Opening; Election of Presiding Chair; Minutes	Management	For	For	
2	Directors' Report	Management	For	For	
3	Auditors' Report	Management	For	For	
4	Financial Statements	Management	For	For	
5	Ratification of Board Acts	Management	For	For	
6	Allocation of Profits/Dividends	Management	For	For	
7	Compensation Policy	Management	For	For	
8	Election of Directors; Board Term Length	Management	For	Against	Board - Vote Against when the nomination committee is not sufficiently independent.
9	Directors' Fees	Management	For	For	
10	Appointment of Auditor	Management	For	For	
11	Charitable Donations	Management	For	For	
12	Authority to Establish a Foundation	Management	For	For	
13	Presentation of Report on Related Party Transactions	Management	For	For	
14	Presentation of Report on Guarantees	Management	For	For	
15	Authority to Carry out Competing Activities or Related Party Transactions	Management	For	For	
16	Wishes	Management	For	For	
17	CLOSING	Management	For	For	

Robeco disclaimer

Important Information

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Additional information for US Offshore investors – Reg S

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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.

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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.

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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

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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.

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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.

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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.

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Robeco Institutional Asset Management B.V.,

Sucursal en España with identification number W0032687F and having its registered office in Madrid at Calle Serrano 47-14º, 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.

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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.

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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.

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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.
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